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QUESTION OF THE COMORIAN ISLAND OF MAYOTTE

Report of the Secretary-General

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I. INTRODUCTION

1. On 18 October 1989, the General Assembly adopted resolution 44/9 on the question of the Comorian island of Mayotte. In paragraphs 5 and 6 of the resolution, the Assembly requested the Secretary-General to maintain continuous contact with the Secretary-General of the Organization of African Unity (OAU) with regard to the problem and to make available his good offices in the search for a peaceful negotiated solution to the problem, and to report on the matter to the Assembly at its forty-fifth session.

2. On 5 February 1990, the Secretary-General addressed a note verbale to the Permanent Representatives of the Comoros and of France to the United Nations, drawing their attention to the contents of resolution 44/9 and inviting them to provide him with any pertinent information for inclusion in his report to the General Assembly.

3. On 5 February 1990, the Secretary-General addressed a letter to the Secretary-General of OAU, drawing his attention to paragraph 5 of resolution 44/9, and requesting information on any action undertaken by OAU in the search for a peaceful negotiated solution to the problem.

4. In accordance with paragraph 6 of resolution 44/9, the present report, based on the replies received from the Permanent Mission of France to the United Nations, the Permanent Mission of the Comoros to the United Nations and OAU, is submitted to the General Assembly.

II. INFORMATION RECEIVED FROM THE PERMANENT MISSION OF FRANCE TO THE UNITED NATIONS

5. On 16 September 1990, the Permanent Mission of France to the United Nations addressed a note verbale to the Secretary-General, the text of which read as follows:

> "Since the adoption of Act No. 76-12 of 24 December 1976, Mayotte has had the status of a territorial collectivity of the Republic. This special status, conferred upon the island pursuant to an act passed by the French Parliament, does not preclude subsequent changes.
>
> "In keeping with this spirit of openness, the President of the Republic has stated that France is prepared actively to seek a solution to the question of Mayotte, in accordance with its national law and international law.
>
> "France remains willing to contribute to a just and lasting solution, in accordance with its Constitution and the wishes of the peoples concerned.
>
> "Thus, a constructive ongoing dialogue is being conducted at the highest level with the Islamic Federal Republic of the Comoros, as reflected in the meeting that took place between Presidents Djohar and Mittérand in June 1990 at Moroni."

III. INFORMATION RECEIVED FROM THE PERMANENT MISSION OF THE COMOROS TO THE UNITED NATIONS

6. In a letter dated 22 August 1990, addressed to the Secretary-General, the Permanent Mission of the Comoros to the United Nations submitted the following information on the question:

"The Comoro archipelago, a former French colony made up of four islands (Anjouan, Grande-Comore, Mayotte and Mohéli) acceded to independence on 6 July 1975.

"Independence gave birth to the Islamic Federal Republic of the Comoros, which became a Member of the United Nations by resolution 3385 (XXX) of 12 November 1975. The Islamic Federal Republic of the Comoros is recognized by the international community as a whole as an independent State composed, by virtue of the principle of inviolability of the frontiers inherited from colonialism, of the four islands named above.

"Despite this resolution and all those adopted to this effect by the international community as a whole on this question, the former colonial Power continues to maintain its administration on the Comorian island of Mayotte.

"No solution has to date been found to this question, although the General Assembly of our Organization is about to debate it for the fifteenth year in succession.

"In the search for a settlement of the problem, the Comorian Government has constantly favoured dialogue and agreement in conformity with the principles of the Charter of the United Nations and the recommendations of international organizations, which invite the parties to the dispute to engage in talks with a view to arriving at a speedy and satisfactory solution.

"The tragic events that took place in the Comoros in November 1989 led to the convening of a round table at which representatives of all shades of political opinion in the country unanimously reaffirmed that Mayotte belongs to the Islamic Federal Republic of the Comoros, and called for its reintegration into the body politic.

"After his election, and following his meeting in Paris and at Moroni with the President of the French Republic, President Said Mohamed Djohar reaffirmed his will to resolve this distressing problem. To this end, he announced his new approach comprising tripartite discussion involving the French and Comorian authorities, as well as the people of Mayotte.

"Replying to the Comorian President in this connection, President Mittérand recognized, on the occasion of his official visit to Moroni, 'that a concrete and pragmatic approach must be taken if we are to succeed in putting this unfortunate disagreement behind us'.

"This demonstration of political will on both sides must be supported by the international community at large, and our Organization in particular, in order that dialogue can rapidly be initiated between the parties with a view to finding a just and lasting solution to the Comorian claim.

"Since the election of the new Comorian Head of State, the question of the Comorian island of Mayotte has been discussed in the following international organizations:

(a) The twenty-sixth ordinary session of the Conference of Heads of State and Government of OAU (Addis Ababa, 9-11 July 1990), which adopted resolution AHG/Res.193 (XXVI) in which it reaffirmed the sovereignty of the Islamic Federal Republic of the Comoros over the Comorian island of Mayotte;

(b) The nineteenth Islamic Conference of Ministers for Foreign Affairs, held at Cairo from 31 July to 5 August 1990, adopted resolution 31/19P and, in its final communiqué, invited the French Government to honour the commitments entered into before the referendum on the self-determination of the Comoro archipelago, on 22 December 1974, regarding respect for the unity and territorial integrity of the Comoros. The Conference also invited member States to bring their influence to bear, collectively and individually, on the French Government to induce it to accelerate the process of negotiations with the Government of the Islamic Federal Republic of the Comoros on the basis of the national unity and territorial integrity of that country.

"Despite the solidarity and support thus extended by international bodies in this affair, scarcely any progress has been made in practical terms.

"For this reason, the Comorian Government wishes once again to call upon the Secretary-General to use his good offices and continue his role of mediator with a view to bringing the two parties together in the search for a just and equitable settlement that respects the territorial integrity and sovereignty of the Islamic Federal Republic of the Comoros."

IV. INFORMATION PROVIDED BY THE ORGANIZATION OF AFRICAN UNITY

7. Two communications were received from OAU on the question of the Comorian island of Mayotte. In a letter dated 10 April 1990, the Secretary-General of OAU stated that, at the time of writing, there had been no new developments on the subject. In a letter dated 21 September 1990, the Secretary-General of the United Nations was informed that the question of Mayotte had been considered at the twenty-sixth Assembly of Heads of State and Government of OAU, held at Addis Ababa, from 9 to 11 July 1990, and that the Assembly had adopted a resolution, the operative paragraphs of which, read in part as follows:

"The Assembly of Heads of State and Government of the Organization of African Unity,

"...

"2. Reaffirms the sovereignty of the Islamic Federal Republic of the Comoros over the Comorian Island of Mayotte;

"3. Appeals to the French Government to satisfy the legitimate claims of the Comorian Government, as indicated in the relevant OAU and United Nations resolutions, those of the Movement of Non-Aligned Countries, of the Islamic Conference and of the League of Arab States;

"4. Reaffirms its solidarity with the Comorian people in their determination to recover their political integrity and defend their sovereignty and territorial integrity;

"5. Invites the OAU member States to extend utmost efforts, individually and collectively, in order to inform and sensitize the French and international public opinion about the Comorian Island of Mayotte with a view to inducing the French Government to put an end to this situation;

"6. Appeals to all OAU member States and the international community to condemn and categorically reject any form of consultation that could be organized by France on the Comorian Island of Mayotte, on the legal international status of the Island, since the referendum for self-determination held on 22 December 1974, remains the only valid consultation applicable to the entire archipelago;

"7. Appeals further to all the OAU member States and to the international community to condemn any initiative that could be taken by France to bring about the participation of the Comorian Island of Mayotte in manifestations at which the island would be distinguished from the Islamic Federal Republic of the Comoros;

"8. Requests the Ad-Hoc Committee of Seven on the Question of the Comorian Island of Mayotte as well as the OAU General Secretariat to resume the dialogue with the French authorities to exert further efforts with a view to restoring, as early as possible the Comorian Island of Mayotte to the Islamic Federal Republic of the Comoros;

"9. Requests that the question of the Comorian Island of Mayotte remain on the agenda of all the OAU meetings, on those of the Movement of Non-Aligned Countries, the Islamic Conference and the League of Arab States until the Comorian Island of Mayotte is restored to the Islamic Federal Republic of the Comoros;

..."

V. CONCLUDING REMARKS

8. The Secretary-General has maintained close contact with all parties and has informed them of his readiness to make available his good offices in the search for a peaceful solution to the problem.

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UNITED NATIONS

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General Assembly

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9 October 1990

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Forty-fifth session
Agenda item 126 (a)

PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 43/224 A of 21 December 1988 and 44/185 A of 19 December 1989. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly. The present report contains information on the staff as of 30 June 1990, as compared with previous years. This information can be found mainly in the statistical tables contained in annexes I and II to the report.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

2. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which reads:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

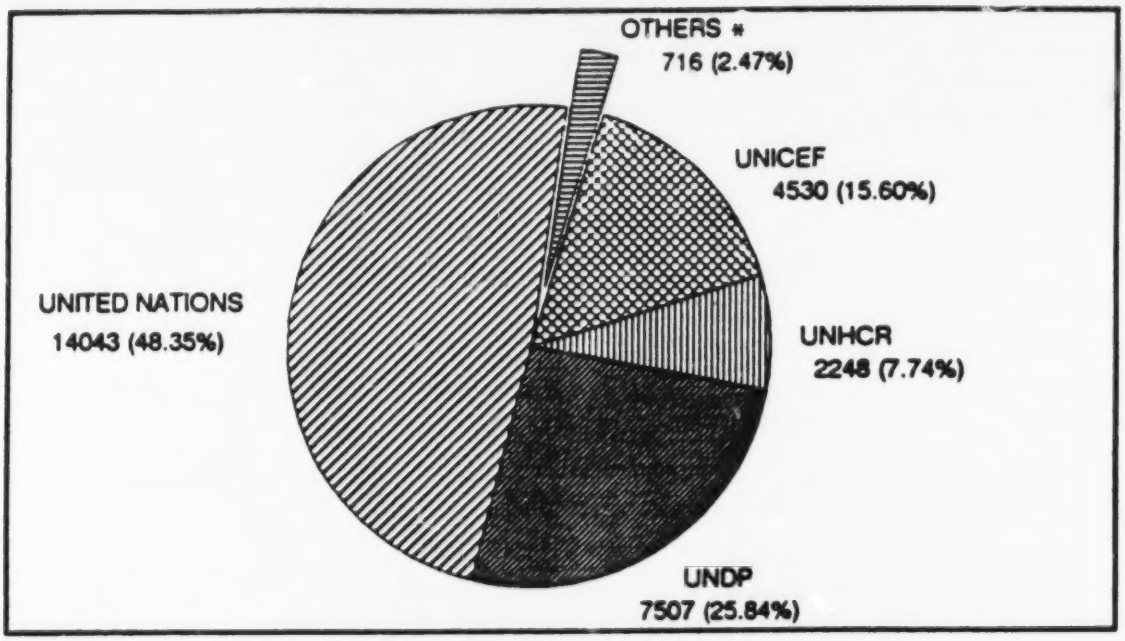
3. Aside from the power of appointment of the Secretary-General, a number of United Nations subsidiary organs enjoy a special status granted by the General Assembly concerning the appointment of their staff. These subsidiary organs are the United Nations Development Programme (UNDP); the Office of the United Nations High Commissioner for Refugees (UNHCR); the United Nations Children's Fund (UNICEF); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the International Trade Centre (ITC); the secretariat of the International Civil Service Commission (ICSC); the United Nations University (UNU) and the Registry of the International Court of Justice (ICJ).

Total staff of the United Nations

4. The total number of staff of the United Nations is 29,044, of whom 14,043 are assigned to the Secretariat of the United Nations and 15,001 to the secretariats of United Nations subsidiary organs (see para. 3 above). As regards the funding, 10,167 staff are occupying posts financed from the regular budget and 18,877 staff are in posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A of annex I. These data are also illustrated in figures 1 to 3.

Figure 1

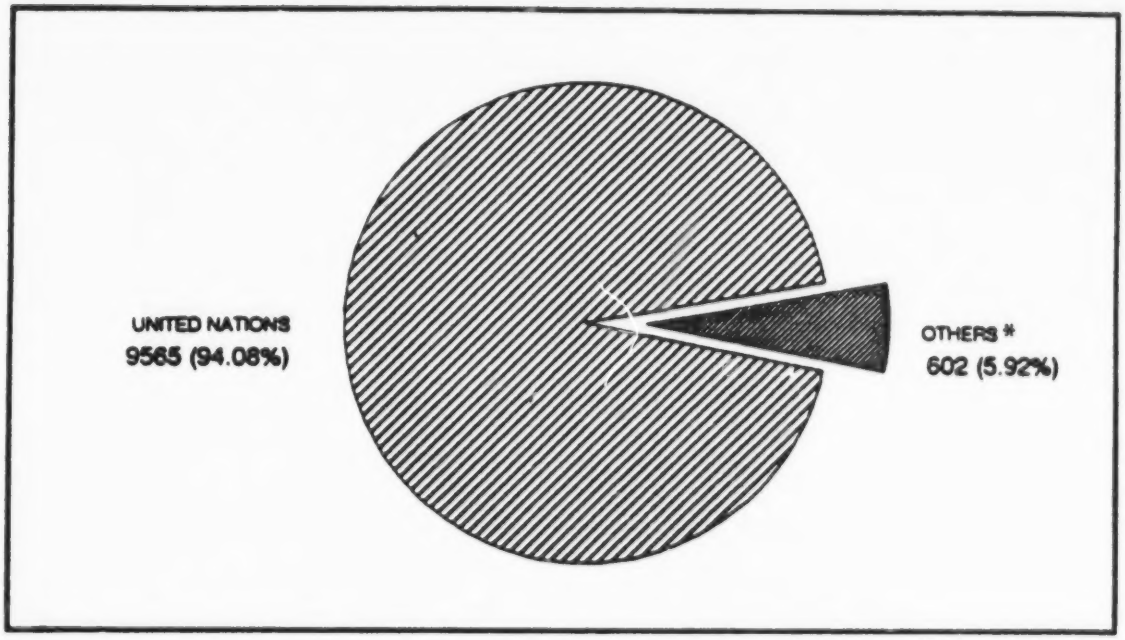
Staff of the United Nations Secretariat and subsidiary organs
(29,044 staff)



* The others include ICJ, 48; ICSC, 42; ITC, 375; UNITAR, 21; UNRWA, 130; and UNU, 100.

Figure 2

Distribution of staff in posts financed from the regular budget
(10,167 staff)



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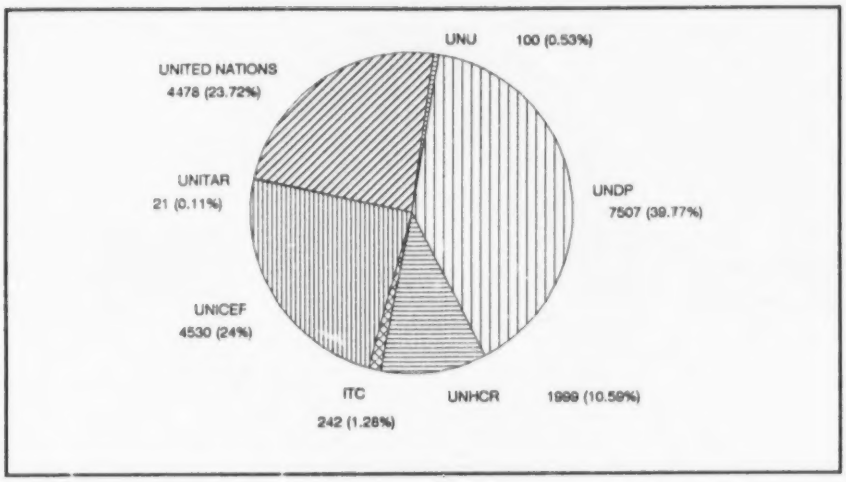
* The others include ICJ, 48; ICSC, 42; ITC, 133; UNHCR, 249; and UNRWA, 130.

Figure 3

Distribution of staff in posts financed from extrabudgetary sources
(18,877 staff)



Principles governing the recruitment and employment of staff

5. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter. This Article reads:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

6. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with a special status in matters of appointment (see para. 4 above).

B. Posts subject to geographical distribution

7. A particular group of staff are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State in the staff of the United Nations Secretariat. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,561, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

8. There are a number of staff members who, for various reasons, are excluded from geographical distribution. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 4 above).

9. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements and staff in the Field Service, General Service and related categories, namely, Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre on Human Settlements (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical co-operation project personnel; and National Officers serving at United Nations information centres.

10. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in table 1 in annex II.

C. Representation of Member States

11. The representation of Member States is assessed in conformity with the system of desirable ranges. 1/ Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals subject to geographic distribution. These categories are: unrepresented; underrepresented; within range; and overrepresented. 2/ The number of staff from each region in geographic posts and the number of unrepresented, underrepresented, within range and overrepresented Member States in each region is shown in table B of annex I.

12. On 30 June 1990, there were 11 unrepresented Member States, the same number as on 1 July 1989, the beginning of the reporting year. Mozambique, which was underrepresented, is now unrepresented. Guinea-Bissau, which was unrepresented, is now underrepresented. The Member States unrepresented on 30 June 1990 accordingly were: Albania, Bahrain, Brunei Darussalam, Djibouti, Dominica, Kuwait, Maldives, Mozambique, Sao Tome and Principe, Solomon Islands and Vanuatu.

13. On 30 June 1990, there were 19 underrepresented Member States, seven fewer than on 1 July 1989. The Member States underrepresented on 30 June 1990 were: Angola, the Bahamas, Cape Verde, China, the German Democratic Republic, Guinea-Bissau, Indonesia, Italy, Japan, the Lao People's Democratic Republic, Mongolia, Paraguay, Portugal, Qatar, Romania, Saint Vincent and the Grenadines, Saudi Arabia, the United Arab Emirates and Viet Nam. The Member States that were underrepresented and are now within range are: Botswana, Brazil, the Central African Republic, Germany, Federal Republic of, Honduras, the Netherlands, Norway and Samoa. The Member State that was within range and is now underrepresented is Portugal. As mentioned above, Guinea-Bissau, which was unrepresented, is now underrepresented, and Mozambique, which was underrepresented, is now unrepresented. 3/

14. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution and from variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on special leave without pay or secondment, returns from secondment, and changes of nationality).

D. Groupings of Member States

15. In resolution 44/185, the General Assembly requested the Secretary-General to prepare proposals for groupings of Member States in presenting tables in his report to the General Assembly at its forty-fifth session on the composition of the Secretariat, taking into account the views expressed by Member States.

16. The Secretary-General uses groupings of Member States in two different contexts in the report on the composition of the Secretariat. The first, which is based on the concept of "major geographical regions", is used throughout the report, particularly in statistical tables, to illustrate the representation of Member States in the Secretariat. The second grouping is based on a classification of Member States according to their current level of economic development and is used to show the representation of developing countries and other countries, with special emphasis on the senior and policy-making levels.

Major geographical regions

17. It is worth noting that before 1959 Member States were not grouped by region for statistical and other purposes but were listed alphabetically. The grouping of Member States by "major geographical region" was introduced at the Secretary-General's initiative along the general lines of the classification used in the Expanded Programme of Technical Assistance. These regions were Africa, Asia and the Pacific, Europe (East), Europe (West), Middle East, Latin America, and North America and the Caribbean.

18. Between 1963 and 1987, the grouping of Member States by region served an additional purpose because the posts assigned to the population factor under the system of desirable ranges were distributed to regions as a "population reserve". Since 1988, however, the posts corresponding to the population factor have been incorporated into the desirable ranges of each Member State in accordance with General Assembly resolution 42/220 A of 21 December 1987.

19. A number of options to replace the present groupings present themselves. The first one is to use the regional groups developed informally by the membership of the United Nations for elections to United Nations bodies. These groups are five in number: African countries, Asian countries, Eastern European countries, Latin American and Caribbean countries and Western European and other countries. (For the membership of each group, see annex III.) These groups, however, are geopolitical rather than geographical, unlike the groups hitherto used by the Secretary-General in the reports on the Composition of the Secretariat. In addition, four Member States (Albania, Israel, South Africa and the United States of America) are not members of any regional group and one (Turkey) belongs to two different groups.

20. A second option would be to follow the membership of the five regional commissions: the Economic Commission for Africa (ECA), the Economic Commission for Europe (ECE), the Economic Commission for Latin America and the Caribbean (ECLAC), the Economic and Social Commission for Asia and the Pacific (ESCAP) and the Economic and Social Commission for Western Asia (ESCWA). Some adjustments would be needed since there are some Member States that belong to more than one commission and some that do not belong to any. (For membership of the regional commissions, see annex III.)

21. One of the consequences of grouping countries according to geopolitical or geoeconomical considerations is the difficulties encountered in the placement of countries whose political or cultural affiliations or level of economic development do not correspond to those of other countries in their immediate area. One option that might obviate the problem would consist in drawing up strictly geographical groups that completely ignored any other considerations. These groupings could be as follows: 1. Africa; 2. Asia; 3. Central and South America; 4. North America; 5. the Caribbean; 6. Europe; 7. Middle East; and 8. Oceania. (For proposed membership, see annex III.)

22. It is important to note that the proposed groupings of countries do not attempt to establish entities of equal strength in terms of number of members, combined population or economic power. The situation of Member States is assessed only by reference to individual desirable ranges established by the General Assembly on the basis of the membership, population and contribution factors. Whenever it becomes necessary to estimate the representation of a grouping of countries, an ad hoc desirable range is calculated, which consists of the aggregate of the ranges established for each of the component countries. Groupings of Member States are therefore not compared among themselves in absolute terms but only in the context of their collective entitlements.

23. In statistical tables groupings are most useful for making comparisons between the same groups at different times to determine trends in the changes in their make-up. A change in the way the grouping is arranged would make it difficult to compare the situation with respect to the new grouping with the past situation as to do so would require recasting the statistics of the past years in accordance with the new grouping.

Developing and other countries

24. The groupings of Member States hitherto used to show the representation of developing and other countries were derived from the the system used to determine membership in the Industrial Development Board. 4/ These groups were: Group A - developing countries in Africa and Asia; Group B - countries with developed market economies; Group C - developing countries in Latin America and the Caribbean; and D - countries with centrally planned economies. (For the membership of these groups see annex III.)

25. The groups described above and their composition correspond largely to similar classifications used by United Nations bodies as well as by other agencies such as the International Monetary Fund (IMF) and the General Agreement on Tariffs and Trade (GATT). For the purpose of relevant General Assembly resolutions, such as 43/224 and 44/185, the combination of groups A and C showed the position of developing countries and that of groups B and D of other countries.

26. Following recent developments in some areas of the world, a number of countries appear to be moving away from their previous economic policies. It is therefore likely that some movement will take place between groups, in particular, between groups B and D. The consolidation of, on the one hand, groups A and C, and, on the other, groups B and D, would meet the information requirements of the

General Assembly at the same time as it erases the existing distinctions between countries in groups B and D, which are based precisely on the global economic policies of these countries. Another advantage of this proposal is that it allows for comparison with information published in the past. The membership of the groups of developing countries and other countries used in the present report (see paras. 27-29 below) is shown in annex III.

E. Desirable ranges

27. In its resolution 42/220, the General Assembly decided to review the desirable ranges at its forty-fifth session. The Secretary-General stands ready to assist, if necessary, in this review by providing the information or data that the General Assembly may request.

F. Staff at the senior levels: Principal Officer (D-1) and above

Representation of developing and other countries

28. In resolution 44/185 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and other Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to report thereon to the Assembly at its forty-fifth session, bearing in mind that no post should be considered the exclusive preserve of any Member State or group of States and with due regard to the principle of equitable geographical distribution.

29. The Assembly further requested the Secretary-General to monitor closely the effects of the reduction of posts on geographical distribution, particularly at the senior levels, and to take appropriate measures to redress any imbalances.

30. The action taken by the Secretary-General in this regard during the period 1986-1990 is reflected in table C of annex I. In that table, Member States are grouped as follows: Group A - developing countries in Africa, Asia, the Middle East, Latin America and the Caribbean; and Group B - other countries. (See paras. 24-26 above.)

Representation of Member States at the higher levels - Director (D-2) level and above

31. In resolution 37/235 A of 21 December 1982, the General Assembly stressed the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, at the Director (D-2) level and above.

32. The Assembly also requested the Secretary-General to include in his annual reports on the composition of the Secretariat information on the progress made in

respect of the improvement of geographical distribution in the Secretariat, particularly at the higher levels. Table D in annex I contains relevant information on the situation as at 30 June 1990, as well as for the years 1986 to 1990.

Representation in the upper echelons - Assistant Secretary-General, Under-Secretary-General and Director-General

33. In resolution 43/224 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and of rotation in the upper echelons - Assistant Secretary-General, Under-Secretary-General and Director-General - of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

34. During the period under review, two changes have taken place in the upper echelons of the Secretariat. Nationals of the United States and Venezuela were selected for positions previously occupied by nationals of the United States and Grenada, respectively. A national of Canada was appointed to a newly created temporary position.

35. A comparison between the situation as at 31 December 1986 and that as at 30 June 1990 shows 19 changes of incumbent in posts in the upper echelons subject to geographical distribution. Of those changes, 14 involved incumbents of different nationalities and five involved incumbents of the same nationality.

G. Representation of women

36. At its forty-fourth session, the General Assembly adopted two resolutions on the improvement of the status of women in the Secretariat, namely, resolution 44/75 of 8 December 1989 and 44/185 C of 19 December 1989. Resolution 44/75 was adopted on the report of the Third Committee and 44/185 C, on the report of the Fifth Committee.

37. In resolution 44/185 C, the General Assembly urged the Secretary-General to strengthen his efforts to increase the number of women in posts subject to geographical distribution, in particular at the senior and policy-formulating levels, with a view to achieving to the extent possible an overall participation rate of 30 per cent of the total by 1990, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity and with full respect for the principle of equitable geographical distribution.

38. In the same resolution, the Assembly requested the Secretary-General to increase the representation of women from developing countries, including at the senior and policy-formulating levels, in view of the small proportion of women from those countries.

39. Resolution 44/75 contains analogous provisions. 5/

40. The efforts to meet the requests of the Assembly concerning women continue. As at 30 June 1990, the number of women in geographic posts was 725, or 28.3 per cent. Table 3 A of annex II to the present report shows the distribution of men and women by region and level. In addition, the evolution of the proportion of women in geographic posts between 30 June 1986, when it was 24.7 per cent, and 30 June 1990 is shown in table E of annex I. Additional information can be found in the report of the Secretary-General on the improvement of the status of women in the Secretariat (A/45/548).

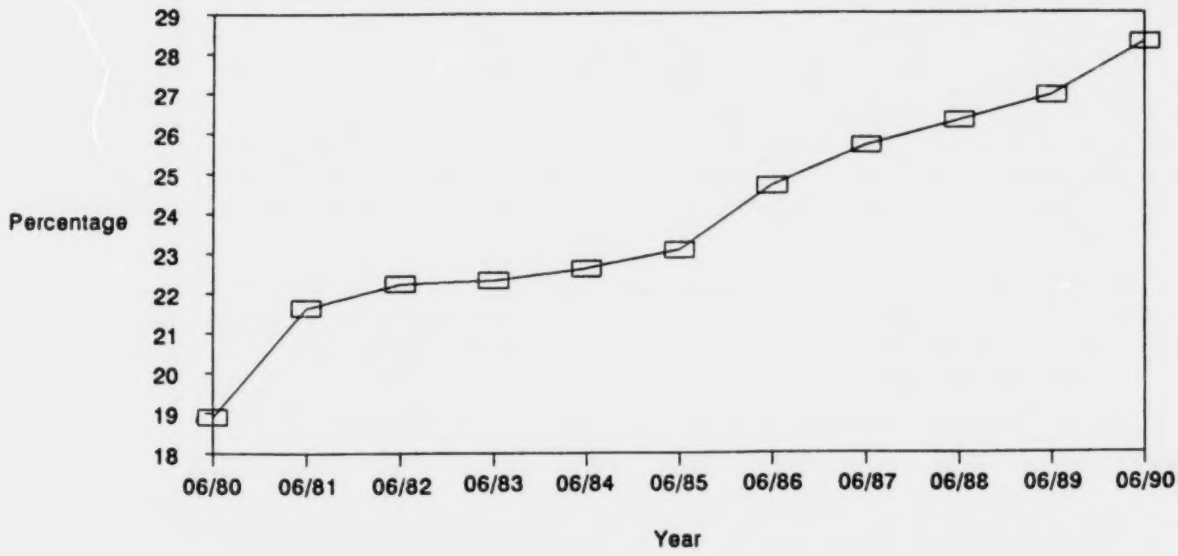
41. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1980 and on 30 June 1990 is shown in table F of annex I. The percentage of women in geographic posts has risen from 18.9 to 28.3 per cent over this period. The percentage of women in language posts has moved from 33.6 to 34.6 per cent over the same period. Figure 4 below shows how the percentage of women in geographic posts has increased between 1980 and 1990.

42. The distribution of men and women within each organizational element of the Secretariat is shown in table 12 of annex II. The table gives the information separately for geographic posts, language posts and posts in the General Service and related categories.

43. In resolution 37/235 B, the General Assembly also called upon the Secretary-General to include in the present report statistical analyses on the number and percentage of women by nationality on all appointment lists, specifying women as a percentage of those appointed from outside, within each grade. The number, sex, nationality and level of the staff appointed to geographic posts during the reporting period are shown in table 6 of annex II. Information on the appointment of men and women is also contained in table G of annex I.

Figure 4

Representation of women in posts subject to geographical distribution: 1980-1990



H. Recruitment activities

Appointments to posts subject to geographical distribution during the period from 1 July 1989 to 30 June 1990

44. In its resolution 44/185 A, the General Assembly urged the Secretary-General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, including candidates successful in the national competitive examinations, taking also into consideration paragraph 4 of resolution 41/206 A of 11 December 1986, 6/ in order to ensure that all such countries come closer to the mid-point of their desirable ranges.

45. During the reporting period, 1 July 1989 to 30 June 1990, 202 appointments were made to posts subject to geographical distribution. 7/ Of these 202 appointments, one, or 0.5 per cent, was a national of an unrepresented Member State; 59, or 29.2 per cent, were of nationals of underrepresented Member States; 136, or 67.3 per cent, were of nationals of within range Member States; 5, or 2.5 per cent, were of nationals of overrepresented Member States; and one, or 0.5 per cent, was a stateless person. 8/ Further details on the number and levels of these appointments can be found in paragraphs 45 to 47 below and in table 6 in annex II of this report.

National competitive examinations

46. Appointments to posts subject to geographical distribution included those of 69 candidates who were successful in national competitive examinations. They were selected through the examinations held in Burundi, the Byelorussian Soviet Socialist Republic, the Central African Republic, Cuba, Denmark, the Dominican Republic, Germany (Federal Republic of), Hungary, Indonesia, Israel, Italy, Japan, Luxembourg, the Netherlands, Norway, Panama, the Union of Soviet Socialist Republics and Yugoslavia. These appointments account for 34 per cent of all appointments to geographic posts during the reporting period. In addition, they included 21 women, representing 30 per cent of these appointments.

47. Competitive examinations were also held in Australia, Brazil, the German Democratic Republic, Iceland, New Zealand, and Portugal, and in Bahrain for nationals of Bahrain, Kuwait and Saudi Arabia. A number of candidates successful in these examinations are currently under recruitment.

Organizational units with high vacancy rates

48. In conformity with the request of the General Assembly contained in resolution 43/224 A, the Secretary-General gives special attention to the filling of posts in organizational units with high vacancy rates, particularly the regional commissions. Of the 202 appointments made during the reporting period, 67, or 33.2 per cent, were to posts in the regional commissions - (18 to ECA, 12 to ECE, 21 to ECLAC, 8 to ESCAP, and 8 to ESCWA). It is worth noting that, of five appointments of nationals of overrepresented countries (see para. 44 above), three were to posts in the regional commissions.

Recruitment of women

49. Between 1 July 1989 and 30 June 1990, 63 women were appointed to posts subject to geographical distribution, representing 31.2 per cent of the 202 appointments made during the reporting period, as compared with 36, or 26.86 per cent, of the 134 appointments made during the previous reporting period. Women from developing countries accounted for 20 appointments, that is to say, 31.75 per cent of the 63 appointments of women to geographic posts made during the reporting period.

Notes

1/ The desirable ranges for the representation of Member States are shown in table 4 of annex II.

2/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

3/ A newly admitted Member State, Namibia, was already represented by two of its nationals in the Secretariat and, accordingly, was within range as of 30 June 1990. Two Member States, Democratic Yemen and Yemen, have merged into one Member State, Yemen, which is within range.

4/ See General Assembly resolutions 2152 (XXI) of 17 November 1966 and 39/234 of 18 December 1984.

5/ Paragraph 1 of resolution 44/75 reads:

> "Requests the Secretary-General, in full conformity with Articles 8, 97 and 101 of the Charter of the United Nations, to intensify his efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, in order to achieve an overall rate of participation by women of 30 per cent by 1990, in accordance with paragraph 3 of its resolution 40/258 B of 18 December 1985".

Paragraph 2 reads:

> "Requests that renewed efforts be made to ensure more equitable representation of women from developing countries in posts subject to geographical distribution, subject to Article 101 of the Charter".

6/ The text of paragraph 4 of resolution 41/206 A reads:

> "The General Assembly ... further requests the Secretary-General to make every effort to increase the number of staff recruited from Member States below the mid-point of their desirable ranges in order to bring them closer to their mid-point".

Notes (continued)

7/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

8/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1989, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/44/604). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

ANNEX I

Statistical tables

Table A. Staff of the United Nations Secretariat and of the secretariats of other United Nations organs, by category and source of funds, as at 30 June 1990

Table B. Number of Member States, by region and degree of representation in the Secretariat, as at 30 June 1986-1990

Table C. Distribution of staff in posts subject to geographical distribution among developing and other countries, from 1986 to 1990 (showing the number of women)

Table D. Staff in posts subject to geographical distribution at the Director (D-2) level and above (showing the number of women)

Table E. Percentage of women in posts subject to geographical distribution as of 30 June 1986 through 30 June 1990, by region of origin

Table F. Number and percentage of women at each level in 1980 and 1990 in posts subject to geographical distribution and in posts with special language requirements

Table G. Number of appointments to posts subject to geographical distribution between 1 July 1989 and 30 June 1990 by gender, indicating the percentage of total appointments and the number of nationalities appointed at each level

Table A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs, by category and source of funds, as at 30 June 1990

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	
United Nations Secretariat	3 341	154	6 070	9 565	443	960	3 075	4 478	14 043
UNDP	-	-	-	-	758 a/	1 109 b/	5 640 c/	7 507	7 507
UNHCR	99	3	147	249	385	269	1 345	1 999	2 248
UNICEF	-	-	-	-	1 106 d/	518	2 906	4 530	4 530
UNITAR	-	-	-	-	9	1	11	21	21
UNRWA e/	119	1	10	130	-	-	-	-	130
ITC f/	55	1	77	133	18	111	113	242	375
ICSC	18	-	24	42	-	-	-	-	42
ICJ	19	-	29	48	-	-	-	-	48
UNU	-	-	-	-	23	11	66	100	100
TOTAL	3 651	159	6 357	10 167	2 742	2 979	13 156	18 877	29 044

a/ Includes only UNDP Core Budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JPOs, UNV, UNSO, UNRFNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes National Officers, Field Service Level.

d/ Includes National Officers.

e/ UNRWA has also 17,686 (36.3 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

Table B

Number of Member States by region and degree of representation in the Secretariat, as at 30 June 1986, 1987, 1988, 1989 and 1990

Region	Year	Member States	Unrepresented	Underrepresented	Within range	Overrepresented
Africa	1986	51	3	5	31	12
	1987	51	3	6	28	14
	1988	51	2	6	36	7
	1989	51	3	5	37	6
	1990	52	3	3	39	7
Asia and the Pacific	1986	27	5	3	10	9
	1987	27	4	4	10	9
	1988	27	4	4	14	5
	1989	27	4	7	12	4
	1990	27	4	6	13	4
Europe (Eastern)	1986	11	1	4	6	0
	1987	11	1	2	8	0
	1988	11	1	2	8	0
	1989	11	1	2	8	0
	1990	11	1	2	8	0
Europe (Western)	1986	18	0	5	13	0
	1987	18	0	5	11	2
	1988	18	0	6	11	1
	1989	18	0	4	13	1
	1990	18	0	2	16	0
Latin America	1986	21	0	2	16	3
	1987	21	0	2	16	3
	1988	21	0	4	14	3
	1989	21	0	3	15	3
	1990	21	0	1	17	3
Middle East	1986	17	2	3	10	2
	1987	17	2	3	9	3
	1988	17	2	3	11	1
	1989	17	2	3	10	2
	1990	16	2	3	9	2
North America and the Caribbean	1986	14	1	2	8	3
	1987	14	0	3	8	3
	1988	14	1	2	9	2
	1989	14	1	2	9	2
	1990	14	1	2	8	3
Others	1986	3 a/				
	1987	3 a/				
	1988	2 a/				
	1989	2 a/				
	1990	2 a/				
Total	1986	159 (100%)	12 (7.6%)	24 (15.1%)	94 (59.1%)	29 (18.2%)
	1987	159 (100%)	10 (6.3%)	25 (15.7%)	90 (56.6%)	34 (21.4%)
	1988	159 (100%)	10 (6.3%)	27 (17.0%)	103 (64.8%)	19 (11.9%)
	1989	159 (100%)	11 (6.9%)	26 (16.4%)	104 (65.4%)	18 (11.3%)
	1990	159 (100%)	11 (6.9%)	19 (11.9%)	110 (69.2%)	19 (11.9%)

a/ Non-Member States.

Table C

Distribution of staff in posts subject to geographical distribution among developing and other countries from 1986 to 1990

(Showing the number of women)

Group	Year	Combined desirable ranges	Group mid-point	Per-cent-age	Number of Staff	Percentage	Number at D-1 and above	Per-cent-age	Number at D-2 and above	Per-cent-age	Number at ASG and above	Per-cent-age
Developing countries												
	1986	1 025-1 387	1 206.1	40.2	1 163 (244)	42.9 (36.6)	182 (5)	48.8	68 (2)	47.6	29 (1)	52.7
	1987	923-1 248	1 085.6	40.2	1 108 (246)	43.2 (37.4)	170 (6)	47.6	60 (2)	45.5	24 (1)	50.0
	1988	941-1 272	1 106.5	40.6	1 090 (247)	43.7 (37.7)	164 (5)	46.7	64 (3)	48.1	22 (1)	48.9
	1989	945-1 279	1 111.9	41.2	1 096 (255)	43.8 (37.9)	172 (4)	48.0	58 (2)	46.0	20 (0)	48.8
	1990	945-1 279	1 112.0	41.2	1 128 (277)	44.4 (38.5)	174 (4)	48.6	52 (2)	43.1	21 (0)	47.7
Other countries												
	1986	1 525-2 063	1 794.1	59.8	1 547 (423)	57.1 (63.4)	191 (21)	51.2	75 (4)	52.4	26 (3)	47.3
	1987	1 372-1 856	1 614.2	59.8	1 459 (412)	56.8 (62.6)	187 (24)	52.4	72 (5)	54.5	24 (3)	50.0
	1988	1 354-1 832	1 593.4	59.4	1 406 (408)	56.3 (62.3)	187 (22)	53.3	69 (4)	51.9	23 (2)	51.1
	1989	1 350-1 826	1 588.0	58.8	1 405 (417)	56.2 (62.1)	186 (20)	52.0	68 (7)	54.0	21 (2)	51.2
	1990	1 350-1 826	1 588.0	58.8	1 414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
Total												
	1986	2 550-3 450	3 000.2	100.0	2 710 (667)	100.0 (100.0)	373 (26)	100.0	143 (6)	100.0	55 (4)	100.0
	1987	2 295-3 105	2 699.8	100.0	2 567 (658)	100.0 (100.0)	357 (30)	100.0	131 (6)	100.0	48 (4)	100.0
	1988	2 295-3 105	2 699.9	100.0	2 496 (655)	100.0 (100.0)	351 (27)	100.0	134 (8)	100.0	45 (3)	100.0
	1989	2 295-3 105	2 699.9	100.0	2 501 (672)	100.0 (100.0)	358 (24)	100.0	126 (9)	100.0	41 (2)	100.0
	1990	2 295-3 105	2 700.0	100.0	2 542 (720)	100.0 (100.0)	358 (26)	100.0	123 (10)	100.0	44 (2)	100.0

Table D

Staff in posts subject to geographical distribution at the Director (D-2) level and above

1986-1990

(Showing the number of women)

	1986 Total a/	1987 Total a/	1988 Total a/	1989 Total a/	1990 USG	1990 ASG	1990 D-2	1990 Total
Africa								
Algeria	1 (1)	1 (1)	1 (1)	1 (1)	-	-	1 (1)	1 (1)
Cameroon	-	1	1	1	-	-	1	1
Egypt	3	3	3	2	1	1	-	2
Ghana	5	5	6	6	1	1	4	6
Guinea	-	1	1	1	-	-	1	1
Mali	1	-	-	-	-	-	-	-
Mauritania	1	1	1	1	-	-	1	1
Morocco	1	1	1	1	-	-	1	1
Nigeria	3	2	2	2	1	-	-	1
Senegal	1	1	1	1	-	-	1	1
Sierra Leone	1	1	1	1	-	1	-	1
Somalia	1	1	1	1	1	-	-	1
Togo	1	1	1	1	-	-	1	1
Tunisia	2	2	2	2	1	-	1	2
Uganda	-	-	-	1	-	-	-	-
Subtotal	21 (1)	21 (1)	22 (1)	22 (1)	5	3	12 (1)	20 (1)
Asia and the Pacific								
Bangladesh	1	1	1	1	1	-	-	1
China	3	2	2	2	1	-	-	1
Fiji	1	1	1	1	1	-	-	1
India	8	6	5	5	2	-	2	4
Indonesia	1	1	1	1	-	-	-	-
Japan	6	4	5	5 (1)	1	1	3 (1)	5 (1)
Malaysia	1	1	1	1	-	-	1	1
Pakistan	5	4	3	3	1	-	2	3
Sri Lanka	-	-	1	-	-	-	1	1
Subtotal	26	20	20	19 (1)	7	1	9 (1)	17 (1)

/...

Table D (continued)

	1986 Total a/	1987 Total a/	1988 Total a/	1989 Total a/	1990 USG	1990 ASG	1990 D-2	1990 Total
Europe (Eastern)								
Hungary	1	1	1	1	-	-	-	-
Poland	2	2	2	2	1	-	1	2
Romania	-	1	1	1	-	-	1	1
Ukrainian Soviet Socialist Republic	-	-	-	1	-	-	1	1
Union of Soviet Socialist Republics	15	14	12	12	1	1	9	11
Yugoslavia	1	1	1	1	-	1	-	1
Subtotal	19	19	17	18	2	2	12	16
Europe (Western)								
Austria	3	4	2	1	1	-	1	2
Belgium	1	-	-	1	-	-	1	1
Denmark	1	1	1	1	-	1	-	1
Finland	1	1	1	1	1	-	-	1
France	6 b/ (1)	7 b/ (1)	7 b/ (1)	7 (1)	1 b/	1	5 (1)	7 (1)
Germany, Federal Republic of	3 -	3 -	3 -	2 -	1 -	- -	2 (1)	3 (1)
Greece	1	1	1	1	-	1	-	1
Ireland	-	1	1	1	-	-	1	1
Italy	2	3	3	4	-	1	3	4
Netherlands	1	-	-	-	-	-	1	1
Norway	1	-	-	-	-	-	-	-
Spain	1	1	1	1	-	-	1	1
Sweden	3	4	5	4	1	1	2	4
United Kingdom of Great Britain and Northern Ireland	5 (1)	4 (1)	4 (1)	4 (2)	2 (1)	-	3 (1)	5 (2)
Subtotal	29 (2)	30 (2)	29 (2)	28 (3)	7 (1)	5	20 (3)	32 (4)

Table D (continued)

	1986 Total a/	1987 Total a/	1988 Total a/	1989 Total a/	1990 USG	1990 ASG	1990 D-2	1990 Total
Latin America								
Argentina	3	4	3	3	-	1	1	2
Brazil	5	4	3	2	-	1	1	2
Chile	1	1	3	4	-	-	3	3
Colombia	-	-	1	1	-	-	1	1
Ecuador	1	1	1	-	-	-	-	-
Guatemala	1	1	1	1	1	-	-	1
Haiti	1	1	1	1	-	-	1	1
Peru	1	1	1	1	-	1	-	1
Uruguay	1	-	-	-	-	-	-	-
Venezuela	1 (1)	1 (1)	1 (1)	-	-	1	-	1
Subtotal	15 (1)	14 (1)	15 (1)	13	1	4	7	12
Middle East								
Afghanistan	1	-	-	-	-	-	-	-
Cyprus	1	1	1	-	-	-	-	-
Iran (Islamic Republic of)	2	2	2	2	-	-	2	2
Iraq	1	1	1	1	-	-	1	1
Jordan	1	1	1	1	1	-	-	1
Lebanon	-	-	1	1	-	-	1	1
Syrian Arab Republic	3	1	-	-	-	-	-	-
Subtotal	9	6	7	5	1	-	4	5

Table D (continued)

	1986 Total a/	1987 Total a/	1988 Total a/	1989 Total a/	1990 USG	1990 ASG	1990 D-2	1990 Total
North America and the Caribbean								
Canada	4	5	5	4	2	2	1	5
	(1)	(2)	(1)	(1)	(1)			(1)
Grenada	1	1	1	-	-	-	-	-
Guyana	1	1	1	1	-	-	1	1
Jamaica	1	1	2	2	-	-	2	2
			(1)	(1)			(1)	(1)
United States of America	17	13	14	14	1	1	11	13
	(1)		(2)	(2)			(2)	(2)
Subtotal	24	21	23	21	3	3	15	21
	(2)	(2)	(4)	(4)	(1)		(3)	(4)
Total	143	131	133	126	26	18	79	123
	(6)	(6)	(8)	(9)	(2)		(8)	(10)

a/ The totals for 1986, 1987, 1988, 1989 and 1990 comprise the total number of staff at the D-2 level and above for each State on 30 June of each of these years.

b/ Includes one staff member at the Director-General level.

Table E

Percentage of women in posts subject to geographical distribution as of 30 June 1986 through 30 June 1990, by region of origin

	1986	1987	1988	1989	1990
Africa	1.75	1.89	2.02	2.06	2.50
Asia and the Pacific	4.89	5.09	5.23	5.27	5.46
Europe (Eastern)	0.55	0.54	0.56	0.79	0.94
Europe (Western)	6.46	6.48	6.90	7.06	7.65
Latin America	2.30	2.27	2.26	2.62	2.73
Middle East	0.77	0.85	0.83	0.87	0.94
North America and the Caribbean	7.63	8.25	8.17	8.01	7.88
Others	0.33	0.31	0.32	0.24	0.20
Total	24.67	25.67	26.30	26.91	28.30
Percentage increase (decrease)	1.59	1.00	0.63	0.61	1.39

Table F

Number and percentage of women at each level in 1980 and 1990 in posts subject to geographical distribution and in posts with special language requirements

Level	Geographic posts				Language posts			
	1980		1990		1980		1990	
	No. of Women	Percentage	No. of Women	Percentage	No. of Women	Percentage	No. of Women	Percentage
USG	0	0.0	2	7.7	-	-	-	-
ASG	3	14.3	0	0.0	-	-	-	-
D-2	3	3.8	8	10.1	-	-	-	-
D-1	12	5.0	16	6.4	-	-	-	-
P-5	44	8.1	73	15.8	15	26.8	41	30.8
P-4	97	12.6	180	26.7	83	32.9	121	35.5
P-3	191	28.1	261	39.0	150	35.0	122	35.8
P-2	158	41.0	175	45.8	43	32.6	33	33.3
P-1	19	38.8	10	62.5	2	100.0	0	0.0
Total	527	18.9	725	28.3	293	33.6	317	34.6

Table G

Number of appointments to posts subject to geographical distribution between 1 July 1989 and 30 June 1990 by gender, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	-	-	-	2	1.0	2
ASG	-	-	-	1	0.5	1
D-2	-	-	-	6	3.0	4
D-1	-	-	-	3	1.5	3
P-5	-	-	-	7	3.5	5
P-4	7	3.5	5	23	10.9	13
P-3	15	7.4	10	41	20.3	29
P-2	40	19.8	23	56	27.6	24
P-1	1	0.5	1	1	0.5	1
Total	63	31.2	30 a/	139	68.8	55 a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

ANNEX II

Statistical tables

Table 1. Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

Table 2. Staff in posts subject to geographical distribution by office and region

Table 3. Staff by region, level and gender

(a) Staff in posts subject to geographical distribution

(b) Staff in posts with special language requirements

(c) Total staff in posts subject to geographical distribution and posts with special language requirements

Table 4. Staff in posts subject to geographical distribution by region, nationality and level (showing the number of female staff)

Table 5. Staff in posts subject to geographical distribution by region, nationality and type of appointment

Table 6. Appointments to posts subject to geographical distribution by region, nationality and level (showing the number of female staff)

Table 7. Staff changes in posts subject to geographical distribution by region, nationality and type of appointment (showing the number of female staff)

Table 8. Staff in posts with special language requirements by region, nationality and level (showing the number of female staff)

Table 9. Professional and higher level staff specifically appointed for mission service by region, nationality and level (showing the number of female staff)

Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points (as at 30 June 1990)

Table 11. Female staff of the United Nations and related agencies in Professional and higher level posts (as at 31 December 1989)

Table 12. Sex distribution of staff in the United Nations Secretariat by department or office and by grade

(a) Professional and higher level staff in posts subject to geographical distribution

(b) Professional staff in posts with special language requirements

(c) Professional and higher level staff in posts subject to geographical distribution and posts with special language requirements

(d) Staff in the General Service and other related categories

Abbreviations

AMIAD	Internal Audit Division
AMOGS	Office of General Services
AMOHRM	Office of Human Resources Management
AMOPPBF	Office for Programme Planning, Budgeting, and Finance
AMUSG	Department of Administration and Management, Office of the Under-Secretary-General
CS	Department of Conference Services
CTC	United Nations Centre on Transnational Corporations
DDA	Department for Disarmament Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FS	Field Service
HR	Centre for Human Rights
IESA	Department of International Economic and Social Affairs
INTORG	Inter-organization Bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Advisory Committee for the Co-ordination of Information Systems (ACCIS)
MISSION	Special Missions

OALOS	Office for Ocean Affairs and Law of the Sea
ODGDIEC	Office of the Director-General for Development and International Economic Co-operation
OLA	Office of Legal Affairs
OPGS	Office for Political and General Assembly Affairs and Secretariat Services
ORCI	Office for Research and the Collection of Information
OUSGSPA	Office for Special Political Affairs
PSCA	Department of Political and Security Council Affairs
REGCOM	Regional Commissions Liaison Office
SPQRCDT	Department of Special Political Questions, Regional Co-operation, Decolonisation and Trusteeship
SPTASN	Staff on Special Temporary Assignment
TCD	Department of Technical Co-operation for Development
UNCHS	United Nations Centre for Human Settlements
UNCS	United Nations Common Services (Nairobi)
UNCSTD	Centre for Science and Technology for Development
UNCTAD	United Nations Conference on Trade and Development
UNDRO	Office of the United Nations Disaster Relief Co-ordinator
UNEP	United Nations Environment Programme
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
WFC	Secretariat of the World Food Council
UNCED	United Nations Conference on Environment and Development

A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1990)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	439	408	261	592	215	128	499	19	2 561
LANGUAGE b/	127	138	152	250	87	41	107	13	915
MISSION c/	2	4	2	8	3	2	3	-	24
UNEP d/	36	30	12	61	15	5	24	3	186
INTERAGENCY e/	-	1	1	3	-	-	4	-	9
P. RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	7	1	-	5	-	-	3	-	16
ON LEAVE h/	1	8	2	9	5	1	7	-	31
SECONDED i/	5	3	-	19	3	-	9	-	39
TOTAL	617	591	430	947	329	177	656	35	3 782

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme or the United Nations Centre for Human Settlements.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1990)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	223	251	150	295	111	51	347	2	1 430
ECE	2	4	31	48	1	2	10	1	99
ESCAP	1	84	6	19	-	3	17	-	130
ECLAC	1	5	2	28	74	3	21	-	134
ECA	118	5	2	7	1	-	4	-	138
ESCWA	11	2	2	5	1	41	10	4	78
UNCTAD b/	38	21	28	64	13	18	29	10	215
UNEP b/	3	3	1	4	-	2	3	-	16
UNOG c/	29	24	29	88	8	9	38	2	227
UNOV d/	14	9	12	34	8	1	20	-	98
TOTAL	439	408	261	592	215	128	499	19	2 561

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.
d/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.

TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1990)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		5		3	1	11		55	7	78	17	109	22	80	15	33	2	1	64 14.6	375 85.4	439
ASIA AND THE PACIFIC		7		1	1	8	3	46	12	48	24	64	54	57	41	36	5	1	140 34.3	268 65.7	408
EUROPE (EASTERN)		2		2		12		17	2	22	8	72	10	81	4	29			24 9.2	237 90.8	261
EUROPE (WESTERN)	1	6		5	3	17	7	38	21	98	43	94	54	74	55	64	2		196 33.1	396 66.9	592
LATIN AMERICA		1		4		7		10	10	33	17	34	31	33	11	22	1	1	70 32.6	145 67.4	215
MIDDLE EAST		1				4	2	15	4	32	9	32	6	14	3	6			24 18.8	104 81.3	128
N. AMERICA & CARIBBEAN	1	2		3	3	12	4	38	16	73	60	85	83	64	35	17		3	202 40.5	297 59.5	499
OTHERS								2	1	4	2	3	1	5	1				5 26.3	14 73.7	19
SUBTOTAL a/	2 7.7	24 92.3	0.0	18 100	8 10.1	71 89.9	16 6.8	221 93.2	73 15.8	388 84.2	180 26.7	493 73.3	281 39.0	408 61.0	175 45.8	207 54.2	10 62.5	6 37.5	725 28.3	1837 71.7	2 561
TOTAL	26		18		79		237		461		673		689		382		16		2 561		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	3	16	9	40	9	45	3	2			24 18.9	103 81.1	127
ASIA AND THE PACIFIC	3	17	8	33	11	35	9	21		1	31 22.5	107 77.5	138
EUROPE (EASTERN)		11	1	32	4	87	1	36			6 3.9	146 96.1	152
EUROPE (WESTERN)	21	27	59	62	46	26	6	3			132 52.8	118 47.2	250
LATIN AMERICA	9	8	22	19	13	11	2	3			46 52.9	41 47.1	87
MIDDLE EAST	1	6	2	6	7	17	1	1			11 26.8	30 73.2	41
N. AMERICA & CARIBBEAN	4	5	17	25	29	18	11				61 57.0	46 43.0	107
OTHERS		2	3	3	3	2					6 46.2	7 53.8	13
SUBTOTAL a/	41 30.8	92 69.2	121 35.5	220 64.5	122 35.8	219 64.2	33 33.3	66 66.7	0.0	1 100.0	317 34.6	598 65.4	976
TOTAL	133		341		341		99		1		915		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	2 7.7	24 92.3	0.0	18 100.0	8 10.1	71 89.9	16 6.8	221 93.2	114 19.2	480 80.8	301 29.7	713 70.3	383 37.9	627 62.1	208 43.2	273 56.8	10 58.8	7 41.2	1 042 30.0	2 435 70.0	3 476
	26		18		79		237		594		1 014		1 010		481		17		3 476		

a/ Percentages are given beneath each row and column total.

/...

B NATIONALITY TABLES

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1990)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
AFRICA													
ALGERIA	19 (2)	-	-	1 (1)	6	7	5 (1)	-	-	-	19 (2)	9.67	5-14
ANGOLA	1	-	-	-	-	-	1	-	-	-	1	7.20	2-14
BENIN	6 (1)	-	-	-	1	2	1	2	1 (1)	-	7 (1)	7.07	2-14
BOTSWANA	1 (0)	-	-	-	-	-	-	1	1 (1)	-	2 (1)	6.98	2-14
BURKINA FASO	6 (0)	-	-	-	1	1	4	1 (1)	-	-	7 (1)	7.19	2-14
BURUNDI	6 (1)	-	-	-	1	1	1	3 (1)	3 (1)	-	9 (2)	7.09	2-14
CAMEROON	8 (0)	-	-	1	-	2	3	5	2 (2)	-	13 (2)	7.24	2-14
CAPE VERDE	1	-	-	-	-	-	-	1	-	-	1	6.98	2-14
CENT AFR REP	1	-	-	-	-	-	1	-	3	-	4	7.02	2-14
CHAD	4	-	-	-	-	1	-	3	-	-	4	7.09	2-14
COMOROS	2	-	-	-	-	-	-	2	-	-	2	6.96	2-14
CONGO	7	-	-	-	-	1	4	1	-	-	6	7.00	2-14
COTE D'IVOIRE	12 (1)	-	-	-	-	-	2	6 (1)	3	-	11 (1)	7.41	3-14
DJIBOUTI	0	-	-	-	-	-	-	-	-	-	0	6.96	2-14
EGYPT	11 (2)	1	1	-	2	2 (1)	4 (1)	-	1	-	11 (2)	9.24	4-14
EQUATL GUINEA	3	-	-	-	-	-	-	-	3	-	3	6.96	2-14
ETHIOPIA	27 (5)	-	-	-	1	5 (1)	5	6 (2)	9 (2)	1 (1)	27 (6)	8.24	3-14
GABON	3	-	-	-	-	-	-	-	3	-	3	7.27	2-14
GAMBIA	8	-	-	-	1	4	2	1	-	-	8	6.97	2-14
GHANA	18 (2)	1	1	4	2	2	5 (2)	1	-	-	18 (2)	7.33	3-14
GUINEA	7 (1)	-	-	1	-	1	1	3 (1)	-	-	6 (1)	7.06	2-14
GUINEA-BISSAU	0	-	-	-	-	-	-	-	1	-	1	6.97	2-14
KENYA	13 (1)	-	-	-	3	5	3	2 (1)	-	1 (1)	14 (2)	7.59	3-14
LESOTHO	7 (5)	-	-	-	-	-	2 (1)	3 (2)	2 (2)	-	7 (5)	6.99	2-14
LIBERIA	9 (3)	-	-	-	-	2	2 (1)	4 (2)	2 (1)	-	10 (4)	7.01	2-14
LIBYAN ARAB J	7 (1)	-	-	-	2	1 (1)	2	2	-	-	7 (1)	11.07	6-16
MADAGASCAR	10 (1)	-	-	-	-	2	5	1 (1)	1	-	9 (1)	7.25	2-14
MALAWI	8 (1)	-	-	-	2	1	4 (1)	2	-	-	9 (1)	7.18	2-14
MALI	9	-	-	-	1	-	5	4	-	-	10	7.19	2-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
AFRICA (CONTINUED)													
MAURITANIA	5	-	-	1	-	1	-	2	1	-	5	7.00	2-14
MAURITIUS	15	-	-	-	3	3	5	2	-	-	13	6.98	2-14
MOROCCO	12 (3)	-	-	1	1	3	3 (1)	2 (1)	1 (1)	-	11 (3)	8.04	3-14
MOZAMBIQUE	1	-	-	-	-	-	-	-	-	-	0	7.35	3-14
NAMIBIA	2 (1)	-	-	-	-	-	-	2 (1)	-	-	2 (1)	7.00	2-14
NIGER	4 (1)	-	-	-	-	-	3 (1)	1	-	-	4 (1)	7.13	2-14
NIGERIA	17 (1)	1	-	-	5	4	4	1 (1)	1	-	16 (1)	12.61	8-17
RWANDA	3	-	-	-	-	-	-	3	-	-	3	7.13	2-14
S TOME PRINCPE	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
SENEGAL	13 (3)	-	-	1	1	1	4 (2)	5	2 (2)	-	14 (4)	7.14	2-14
SEYCHELLES	2	-	-	-	-	-	-	2	-	-	2	6.95	2-14
SIERRA LEONE	14 (2)	-	1	-	3	4 (1)	6 (1)	1	-	-	15 (2)	7.05	2-14
SOMALIA	12 (2)	1	-	-	1	3	5 (1)	2 (1)	-	-	12 (2)	7.14	2-14
SOUTH AFRICA	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	14.39	10-19
SUDAN	12	-	-	-	2	2	6	1	-	-	11	7.59	3-14
SWAZILAND	4 (1)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.97	2-14
TOGO	8	-	-	1	1	1	1	1	1	-	6	7.04	2-14
TUNISIA	21 (1)	1	-	1	3	12 (1)	2	1	-	1	21 (1)	7.46	3-14
UGANDA	12 (2)	-	-	-	2	3 (1)	4	2 (1)	1	-	12 (2)	7.41	3-14
U REP TANZANIA	19 (4)	-	-	-	6	2	6 (2)	2 (2)	1	-	19 (4)	7.60	3-14
ZAIRE	13 (1)	-	-	-	1	1	7 (1)	5	1 (1)	-	15 (2)	7.86	3-14
ZAMBIA	10	-	-	-	1	2	3	4	-	-	10	7.15	2-14
ZIMBABWE	7 (1)	-	-	-	2	1	1	2 (1)	-	-	6 (1)	7.34	3-14
SUBTOTAL	429 (53)	5	3	12 (1)	55	85 (7)	126 (17)	102 (22)	48 (15)	3 (2)	439 (64)	395.43	336-455
ASIA AND THE PACIFIC													
AUSTRALIA	28 (13)	-	-	-	7 (1)	8 (4)	7 (2)	5 (5)	-	-	27 (12)	30.54	26-35
BANGLADESH	18	1	-	-	3	7	4	1	1	-	17	9.78	5-15
BHUTAN	4	-	-	-	-	-	-	1	2	1	4	6.99	2-14
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	0	7.40	3-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
ASIA AND THE PACIFIC (CONTINUED)													
CAMBODIA	4	-	-	-	1	-	2	-	-	-	3	7.16	2-14
CHINA	40 (14)	1	-	-	9 (1)	6 (1)	12 (6)	12 (7)	-	-	40 (15)	48.38	41-56
FIJI	7 (1)	1	-	-	1	3	-	1 (1)	-	-	6 (1)	6.97	2-14
INDIA	37 (5)	2	-	2	2	2 (1)	6	14 (3)	6 (1)	2 (2)	36 (7)	33.83	29-39
INDONESIA	8 (2)	-	-	-	2	2	-	-	2 (1)	-	6 (1)	13.77	9-19
JAPAN	91 (30)	1	1	3 (1)	8 (1)	7 (2)	19 (4)	27 (10)	24 (14)	1 (1)	91 (33)	178.97	152-206
LAO P DEM REP	1	-	-	-	-	-	1	-	-	-	1	7.05	2-14
MALAYSIA	15 (3)	-	-	1	1	6	2	5 (3)	-	-	15 (3)	8.89	4-14
MALDIVES	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
MONGOLIA	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	7.00	2-14
MYANMAR	7	-	-	-	-	1	3	2	1	-	7	8.03	3-14
NEPAL	13	-	-	-	3	4	3	2	-	-	12	7.43	3-14
NEW ZEALAND	7 (4)	-	-	-	1	3 (2)	3 (2)	-	-	-	7 (4)	10.45	6-15
PAKISTAN	13 (2)	1	-	2	4	2	2 (1)	1 (1)	1	-	13 (2)	10.54	6-15
PAPUA N GUINEA	2	-	-	-	-	-	-	1	2	-	3	7.04	2-14
PHILIPPINES	62 (33)	-	-	-	2	3 (1)	14 (6)	23 (13)	21 (14)	2 (2)	65 (36)	9.72	5-15
SAMOA	1	-	-	-	-	-	-	2	-	-	2	6.95	2-14
SINGAPORE	12 (6)	-	-	-	-	4 (1)	4 (2)	4 (3)	-	-	12 (6)	8.50	4-14
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	0	6.96	2-14
SRI LANKA	10 (2)	-	-	1	4	1	1 (1)	-	3 (1)	-	10 (2)	7.40	3-14
THAILAND	28 (18)	-	-	-	1	1	4	10 (8)	11 (8)	-	27 (18)	9.78	5-15
VANUATU	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
VIET NAM	3 (1)	-	-	-	-	-	1	-	2 (1)	-	3 (1)	8.68	4-14
SUBTOTAL	412 (133)	7	1	9 (1)	49 (3)	60 (12)	88 (24)	111 (54)	77 (41)	8 (5)	408 (140)	482.09	410-554
EUROPE (EASTERN)													
ALBANIA	0	-	-	-	-	-	-	-	-	-	0	7.03	2-14
BULGARIA	7	-	-	-	-	3	1	4	-	-	8	9.27	4-14
BYELORUSSN SSR	9	-	-	-	-	-	5	4	3	-	12	11.97	7-17
CZECHOSLOVAKIA	15 (2)	-	-	-	-	1	6 (2)	2	5	-	14 (2)	17.01	12-22

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
EUROPE (EASTERN) (CONTINUED)													
GERMAN DEM REP	12 (2)	-	-	-	3	2 (1)	4 (1)	4	2	-	15 (2)	26.24	21-31
HUNGARY	7 (0)	-	-	-	-	-	2	1 (1)	3 (1)	-	6 (2)	10.20	5-15
POLAND	13 (1)	1	-	1	-	2	7	2 (1)	1	-	14 (1)	16.13	11-21
ROMANIA	3	-	-	1	1	-	-	1	-	-	3	10.24	5-15
UKRAINIAN SSR	24 (2)	-	-	1	1	1	6	12 (3)	5	-	26 (3)	26.74	22-32
USSR	162 (12)	1	1	9	10	15 (1)	46 (4)	59 (5)	11 (3)	-	152 (13)	161.03	137-185
YUGOSLAVIA	9 (1)	-	1	-	2	-	3 (1)	2	3	-	11 (1)	14.26	9-19
SUBTOTAL	281 (20)	2	2	12	17	24 (2)	80 (8)	91 (10)	33 (4)	-	281 (24)	310.20	263-310
EUROPE (WESTERN)													
AUSTRIA	20 (7)	1	-	1	3 (1)	7 (1)	2 (1)	2 (1)	4 (4)	-	20 (8)	17.99	13-23
BELGIUM	25 (6)	-	-	1	-	6 (1)	9 (2)	2 (1)	4 (1)	-	22 (5)	24.43	20-29
DENMARK	14 (5)	-	1	-	-	3	5 (3)	3 (1)	6 (2)	-	18 (6)	17.18	12-22
FINLAND	13 (4)	1	-	-	-	1	2	8 (4)	-	-	12 (4)	14.50	10-19
FRANCE	113 (47)	1	1	5 (1)	10 (5)	23 (5)	19 (11)	30 (17)	20 (9)	-	109 (48)	101.05	86-116
GERMANY, F R OF	107 (30)	1	-	2 (1)	6	22 (7)	28 (7)	32 (9)	21 (11)	-	112 (35)	128.35	109-148
GREECE	13 (4)	-	1	-	1	1	3 (1)	1 (1)	6 (3)	-	13 (5)	13.01	8-18
ICELAND	5	-	-	-	1	2	-	2	-	-	5	7.25	2-14
IRELAND	15 (4)	-	-	1	-	4	3	2 (2)	4 (2)	-	14 (4)	9.57	5-14
ITALY	48 (10)	-	1	3	4	8 (2)	13 (4)	10 (4)	13 (2)	-	52 (12)	67.56	57-78
LUXEMBOURG	4 (2)	-	-	-	-	-	1	-	4 (2)	-	5 (2)	7.70	3-14
MALTA	7 (2)	-	-	-	3	1	1	-	1 (1)	-	6 (1)	6.96	2-14
NETHERLANDS	23 (2)	-	-	1	-	10	4	7 (2)	10 (2)	-	32 (4)	31.68	27-36
NORWAY	8 (3)	-	-	-	1	-	-	1	12 (7)	-	14 (7)	15.07	10-20
PORTUGAL	5 (2)	-	-	-	-	1	2 (2)	1	-	-	4 (2)	9.75	5-15
SPAIN	35 (9)	-	-	1	6	2	10 (4)	9 (2)	4 (3)	1 (1)	33 (10)	38.78	31-42
SWEDEN	27 (7)	1	1	2	1	7 (1)	8 (1)	5 (3)	3 (2)	-	28 (7)	24.98	20-30

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
EUROPE (WESTERN) (CONTINUED)													
UNITED KINGDOM	90 (34)	2 (1)	-	3 (1)	9 (1)	21 (4)	27 (7)	13 (7)	17 (14)	1 (1)	93 (36)	80.46	68-93
SUBTOTAL	572 (178)	7 (1)	5	20 (3)	45 (7)	119 (21)	137 (43)	128 (54)	129 (65)	2 (2)	592 (196)	614.27	522-706
LATIN AMERICA													
ARGENTINA	27 (10)	-	1	1	6	5 (2)	5 (2)	5 (4)	2 (1)	1 (1)	26 (10)	17.44	13-22
BOLIVIA	5	-	-	-	-	2	1	2	-	-	5	7.14	2-14
BRAZIL	25 (8)	-	1	1	-	7 (3)	7 (3)	9 (2)	4 (2)	-	29 (10)	32.22	27-37
CHILE	28 (10)	-	-	3	2	4 (1)	5 (3)	5 (4)	8 (1)	-	27 (9)	8.33	4-14
COLOMBIA	10 (1)	-	-	1	-	1	3	4 (1)	1 (1)	-	10 (2)	9.69	5-14
COSTA RICA	3	-	-	-	-	-	3	-	-	-	3	7.17	2-14
CUBA	5 (2)	-	-	-	-	-	4 (2)	1	6 (2)	-	11 (4)	8.42	4-14
DOMINICAN REP	4 (2)	-	-	-	-	-	4 (2)	-	1	1	6 (2)	7.43	3-14
ECUADOR	4 (2)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	7.52	3-14
EL SALVADOR	5	-	-	-	1	2	1	1	-	-	5	7.09	2-14
GUATEMALA	4 (0)	1	-	-	-	1	2 (1)	3 (1)	-	-	7 (2)	7.33	3-14
HAITI	6 (3)	-	-	1	-	1	1 (1)	1 (1)	1 (1)	-	5 (3)	7.10	2-14
HONDURAS	1	-	-	-	-	-	-	1	1	-	2	7.08	2-14
MEXICO	26 (10)	-	-	-	-	4	6 (2)	11 (5)	6 (3)	-	27 (10)	22.98	18-28
NICARAGUA	3 (1)	-	-	-	-	2 (1)	1	-	-	-	3 (1)	7.05	2-14
PANAMA	2	-	-	-	-	1	1	-	1	-	3	7.18	2-14
PARAGUAY	1	-	-	-	-	-	1	-	-	-	1	7.35	3-14
PERU	18 (5)	-	1	-	-	5 (1)	3	7 (4)	-	-	18 (5)	8.26	3-14
SURINAME	2 (1)	-	-	-	-	-	1	1 (1)	-	-	2 (1)	8.96	2-14
URUGUAY	11 (2)	-	-	-	-	5	1	3 (2)	1	-	10 (2)	7.48	3-14
VENEZUELA	13 (9)	-	1	-	1	1 (1)	1 (1)	9 (6)	-	-	13 (8)	15.76	11-21
SUBTOTAL	201 (66)	1	4	7	10	43 (10)	51 (17)	64 (31)	33 (11)	2 (1)	215 (70)	216.96	184-250

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
MIDDLE EAST													
AFGHANISTAN	9	-	-	-	-	3	4	2	-	-	9	7.37	3-14
BAHRAIN	0	-	-	-	-	-	-	-	-	-	0	7.11	2-14
CYPRUS	5	-	-	-	2	3	-	-	-	-	5	7.11	2-14
IRAN, ISLAMIC R OF	17 (6)	-	-	2	3	3 (1)	5 (2)	5 (3)	-	-	18 (6)	18.46	14-23
IRAQ	16 (2)	-	-	1	3 (1)	7	4 (1)	1	-	-	16 (2)	9.05	4-14
ISRAEL	6 (1)	-	-	-	1	-	2 (1)	3	5 (2)	-	11 (3)	10.03	5-15
JORDAN	12	1	-	-	-	3	5	3	1	-	13	7.05	2-14
KUWAIT	0	-	-	-	-	-	-	-	-	-	0	11.16	6-16
LEBANON	19 (3)	-	-	1	2	6	6 (1)	3 (2)	1	-	19 (3)	7.02	2-14
OMAN	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	7.13	2-14
QATAR	1	-	-	-	-	-	-	-	1	-	1	7.55	3-14
SAUDI ARABIA	4 (4)	-	-	-	-	2 (2)	-	1 (1)	1 (1)	-	4 (4)	22.31	18-27
SYRIAN ARAB RP	6	-	-	-	2	4	2	-	-	-	8	7.70	3-14
TURKEY	12 (3)	-	-	-	2 (1)	2	7 (2)	1	-	-	12 (3)	13.03	8-18
U A EMIRATES	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.66	5-14
YEMEN	3 (0)	-	-	-	1	2	5 (1)	1	-	-	9 (1)	7.36	3-14
SUBTOTAL	113 (21)	1	-	4	17 (2)	36 (4)	41 (9)	20 (6)	9 (3)	-	128 (24)	159.10	135-183
N. AMERICA & CARIBBEAN													
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	-	2 (2)	1 (1)	-	3 (3)	6.95	2-14
BAHAMAS	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	7.10	2-14
BARBADOS	6 (3)	-	-	-	-	2 (1)	1	2 (2)	-	-	5 (3)	6.98	2-14
BELIZE	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	6.95	2-14
CANADA	50 (10)	2 (1)	2	1	3	12 (1)	18 (1)	11 (6)	4 (3)	-	51 (12)	53.35	44-59
DOMINICA	0	-	-	-	-	-	-	-	-	-	0	6.95	2-14
GRENADA	2	-	-	-	1	-	-	-	1	-	2	6.95	2-14
GUYANA	16 (7)	-	-	1	3	-	7 (5)	4 (1)	1 (1)	-	16 (7)	6.98	2-14
JAMAICA	20 (5)	-	-	2 (1)	2	3	1	8 (3)	4	-	18 (4)	7.01	2-14
SAINT KITTS & NEVIS	2 (2)	-	-	-	-	-	-	-	2 (2)	-	2 (2)	6.95	2-14

TABLE 4 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90	MID-POINT	DESIRABLE RANGE
N. AMERICA & CARIBBEAN (CONTINUED)													
SAINT LUCIA	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.95	2-14
SAINT VINCENT & GR	1	-	-	-	-	-	-	1	-	-	1	6.95	2-14
TRINIDAD AND TOBAGO	14 (6)	-	-	-	2	1	4 (2)	6 (3)	2 (1)	-	15 (6)	7.57	2-14
USA	338 (161)	1	1	11 (2)	31 (4)	71 (14)	113 (50)	113 (64)	35 (26)	3	379 (160)	384.41	327-442
SUBTOTAL	509 (202)	3 (1)	3	15 (3)	42 (4)	89 (16)	145 (60)	147 (83)	52 (35)	3	499 (202)	522.03	444-600
OTHERS													
PALESTINE	0	-	-	-	-	-	-	-	-	-	0		
REP OF KOREA	0	-	-	-	-	-	-	-	-	-	0		
SWITZERLAND	16 (5)	-	-	-	2	3 (1)	4 (2)	4 (1)	1 (1)	-	14 (5)		
STATELESS	4	-	-	-	-	2	1	2	-	-	5		
SUBTOTAL	20 (5)	-	-	-	2	5 (1)	5 (2)	6 (1)	1 (1)	-	19 (5)		
TOTAL	2 517 (678)	28 (2)	18 -	79 (3)	237 (16)	481 (73)	673 (180)	669 (281)	382 (175)	18 (10)	2 581 (725)		

a/ At Director-General level.

b/ Includes ten staff members from the Territory of Hong Kong.

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1989 AND 30 JUNE 1990)

REGION AND COUNTRY	30/06/89					30/06/90				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA										
ALGERIA	17	-	2	19	10.5	18	-	1	19	5.3
ANGOLA	1	-	-	1	0.0	1	-	-	1	0.0
BENIN	5	-	1	6	16.7	5	-	2	7	28.6
BOTSWANA	1	-	-	1	0.0	1	-	1	2	50.0
BURKINA FASO	5	-	1	6	16.7	5	-	2	7	28.6
BURUNDI	4	-	2	6	33.3	4	3	2	9	22.2
CAMEROON	4	1	3	8	37.5	6	-	7	13	53.8
CAPE VERDE	1	-	-	1	0.0	1	-	-	1	0.0
CENT AFR REP	1	-	-	1	0.0	1	1	2	4	50.0
CHAD	3	-	1	4	25.0	4	-	-	4	0.0
COMOROS	2	-	-	2	0.0	2	-	-	2	0.0
CONGO	5	1	1	7	14.3	6	-	-	6	0.0
COTE D'IVOIRE	8	-	4	12	33.3	9	-	2	11	18.2
DJIBOUTI	-	-	-	-	0.0	-	-	-	-	0.0
EGYPT	5	-	6	11	54.5	6	-	5	11	45.5
EQUATL GUINEA	1	1	1	3	33.3	1	1	1	3	33.3
ETHIOPIA	21	2	4	27	14.8	21	-	6	27	22.2
GABON	-	-	3	3	100.0	-	-	3	3	100.0
GAMBIA	8	-	-	8	0.0	8	-	-	8	0.0
GHANA	9	1	6	16	37.5	9	1	6	16	37.5
GUINEA	5	-	2	7	28.6	4	-	2	6	33.3
GUINEA-BISSAU	-	-	-	-	0.0	-	-	1	1	100.0
KENYA	7	2	4	13	30.8	9	-	5	14	35.7
LESOTHO	4	1	2	7	28.6	5	-	2	7	28.6
LIBERIA	6	2	1	9	11.1	8	-	2	10	20.0
LIBYAN ARAB J	6	-	1	7	14.3	6	-	1	7	14.3
MADAGASCAR	8	1	1	10	10.0	7	1	1	9	11.1
MALAWI	4	2	2	8	25.0	5	2	2	9	22.2
MALI	6	1	2	9	22.2	9	-	1	10	10.0
MAURITANIA	1	1	3	5	60.0	2	-	3	5	60.0
MAURITIUS	12	2	1	15	6.7	12	-	1	13	7.7
MOROCCO	8	-	4	12	33.3	8	1	2	11	18.2
MOZAMBIQUE	-	-	1	1	100.0	-	-	-	-	0.0
NAMIBIA	1	-	1	2	50.0	1	-	1	2	50.0
NIGER	3	-	1	4	25.0	3	-	1	4	25.0
NIGERIA	11	-	6	17	35.3	11	-	5	16	31.3
RWANDA	-	-	3	3	100.0	-	-	3	3	100.0
S TOME PRINCPE	-	-	-	-	0.0	-	-	-	-	0.0

TABLE 5 (CONTINUED)

REGION AND COUNTRY	30/06/89					30/06/90				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA (CONTINUED)										
SENEGAL	9	1	3	13	23.1	10	1	3	14	21.4
SEYCHELLES	1	1	-	2	0.0	2	-	-	2	0.0
SIERRA LEONE	9	-	5	14	35.7	9	1	5	15	33.3
SOMALIA	7	2	3	12	25.0	8	1	3	12	25.0
SOUTH AFRICA	2	-	9	11	81.8	2	4	5	11	45.5
SUDAN	7	-	5	12	41.7	7	-	4	11	36.4
SWAZILAND	1	-	3	4	75.0	1	1	2	4	50.0
TOGO	5	-	3	8	37.5	4	-	2	6	33.3
TUNISIA	18	-	3	21	14.3	18	-	3	21	14.3
UGANDA	12	-	-	12	0.0	11	-	1	12	8.3
U REP TANZANIA	15	2	2	19	10.5	15	2	2	19	10.5
ZAIRE	12	1	-	13	0.0	13	-	2	15	13.3
ZAMBIA	6	1	3	10	30.0	7	-	3	10	30.0
ZIMBABWE	5	-	2	7	28.6	4	-	2	6	33.3
SUBTOTAL	292	26	111	429	25.9	309	20	110	439	25.1
ASIA AND THE PACIFIC										
AUSTRALIA	25	-	3	28	10.7	24	-	3	27	11.1
BANGLADESH	10	-	8	18	44.4	11	-	6	17	35.3
BHUTAN	1	-	3	4	75.0	3	-	1	4	25.0
BRUNEI DARUSSALAM	-	-	-	-	0.0	-	-	-	-	0.0
CAMBODIA	4	-	-	4	0.0	3	-	-	3	0.0
CHINA	29	-	11	40	27.5	28	-	12	40	30.0
FIJI	4	-	3	7	42.9	3	-	3	6	50.0
INDIA	28	1	8	37	21.6	27	2	7	36	19.4
INDONESIA	3	-	5	8	62.5	2	1	3	6	50.0
JAPAN	62	2	27	91	29.7	61	4	26	91	28.6
LAO P DEM REP	1	-	-	1	0.0	1	-	-	1	0.0
MALAYSIA	12	1	2	15	13.3	14	-	1	15	6.7
MALDIVES	-	-	-	-	0.0	-	-	-	-	0.0
MONGOLIA	-	-	1	1	100.0	-	-	1	1	100.0
MYANMAR	4	-	3	7	42.9	4	2	1	7	14.3
NEPAL	11	1	1	13	7.7	11	-	1	12	8.3
NEW ZEALAND	7	-	-	7	0.0	7	-	-	7	0.0
PAKISTAN	5	-	8	13	61.5	5	1	7	13	53.8
PAPUA N GUINEA	-	-	2	2	100.0	-	-	3	3	100.0
PHILIPPINES	62	-	-	62	0.0	64	-	1	65	1.5
SAMOA	1	-	-	1	0.0	1	-	1	2	50.0
SINGAPORE	10	1	1	12	8.3	10	1	1	12	8.3

TABLE 5 (CONTINUED)

REGION AND COUNTRY	30/06/89					30/06/90				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
ASIA AND THE PACIFIC (CONTINUED)										
SOLOMON ISLANDS	-	-	-	-	0.0	-	-	-	-	0.0
SRI LANKA	9	-	1	10	10.0	9	-	1	10	10.0
THAILAND	22	-	6	28	21.4	22	1	4	27	14.8
VANUATU	-	-	-	-	0.0	-	-	-	-	0.0
VIET NAM	2	-	1	3	33.3	3	-	-	3	0.0
SUBTOTAL	312	6	94	412	22.8	313	12	83	408	20.3
EUROPE (EASTERN)										
ALBANIA	-	-	-	-	0.0	-	-	-	-	0.0
BULGARIA	3	-	4	7	57.1	3	-	5	8	62.5
BYELORUSSN SSR	-	-	9	9	100.0	1	-	11	12	91.7
CZECHOSLOVAKIA	-	-	15	15	100.0	1	-	13	14	92.9
GERMAN DEM REP	-	-	12	12	100.0	1	1	13	15	86.7
HUNGARY	-	-	7	7	100.0	1	3	2	6	33.3
POLAND	-	-	13	13	100.0	-	-	14	14	100.0
ROMANIA	-	-	3	3	100.0	-	-	3	3	100.0
UKRAINIAN SSR	-	1	23	24	95.8	2	-	24	26	92.3
USSR	-	1	161	162	99.4	1	1	150	152	98.7
YUGOSLAVIA	2	1	6	9	66.7	4	3	4	11	36.4
SUBTOTAL	5	3	253	261	96.9	14	8	239	261	91.6
EUROPE (WESTERN)										
AUSTRIA	16	-	4	20	20.0	17	-	3	20	15.0
BELGIUM	18	-	7	25	28.0	18	1	3	22	13.6
DENMARK	9	1	4	14	28.6	8	6	4	18	22.2
FINLAND	5	1	7	13	53.8	4	1	7	12	58.3
FRANCE	90	5	18	113	15.9	90	3	16	109	14.7
GERMANY, F R OF	78	4	25	107	23.4	83	9	20	112	17.9
GREECE	6	-	7	13	53.8	6	-	7	13	53.8
ICELAND	3	1	1	5	20.0	4	-	1	5	20.0
IRELAND	13	-	2	15	13.3	12	-	2	14	14.3
ITALY	38	-	10	48	20.8	37	8	7	52	13.5
LUXEMBOURG	1	-	3	4	75.0	3	1	1	5	20.0
MALTA	5	-	2	7	28.6	6	-	-	6	0.0
NETHERLANDS	12	2	9	23	39.1	14	9	9	32	28.1
NORWAY	2	5	1	8	12.5	1	12	1	14	7.1
PORTUGAL	4	-	1	5	20.0	3	-	1	4	25.0
SPAIN	29	1	5	35	14.3	29	-	4	33	12.1
SWEDEN	19	-	8	27	29.6	20	-	8	28	28.6

TABLE 5 (CONTINUED)

REGION AND COUNTRY	30/06/89					30/06/90				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
EUROPE (WESTERN) (CONTINUED)										
UNITED KINGDOM	80	-	10	90	11.1	79	1	13	93	14.0
SUBTOTAL	428	20	124	572	21.7	434	51	107	592	18.1
LATIN AMERICA										
ARGENTINA	26	-	1	27	3.7	24	-	2	26	7.7
BOLIVIA	5	-	-	5	0.0	5	-	-	5	0.0
BRAZIL	20	-	5	25	20.0	22	-	7	29	24.1
CHILE	25	-	3	28	10.7	24	-	3	27	11.1
COLOMBIA	5	-	5	10	50.0	6	-	4	10	40.0
COSTA RICA	1	-	2	3	66.7	1	-	2	3	66.7
CUBA	3	1	1	5	20.0	4	5	2	11	18.2
DOMINICAN REP	3	1	-	4	0.0	3	3	-	6	0.0
ECUADOR	2	-	2	4	50.0	2	-	2	4	50.0
EL SALVADOR	4	-	1	5	20.0	4	-	1	5	20.0
GUATEMALA	2	-	2	4	50.0	2	-	5	7	71.4
HAITI	6	-	-	6	0.0	5	-	-	5	0.0
HONDURAS	-	-	1	1	100.0	1	1	-	2	0.0
MEXICO	16	1	9	26	34.6	17	-	10	27	37.0
NICARAGUA	3	-	-	3	0.0	3	-	-	3	0.0
PANAMA	2	-	-	2	0.0	2	1	-	3	0.0
PARAGUAY	1	-	-	1	0.0	1	-	-	1	0.0
PERU	11	3	2	16	12.5	13	1	2	16	12.5
SURINAME	-	-	2	2	100.0	1	-	1	2	50.0
URUGUAY	8	-	3	11	27.3	7	-	3	10	30.0
VENEZUELA	8	-	5	13	38.5	10	1	2	13	15.4
SUBTOTAL	151	6	44	201	21.9	157	12	46	215	21.4
MIDDLE EAST										
AFGHANISTAN	7	-	2	9	22.2	7	-	2	9	22.2
BAHRAIN	-	-	-	-	0.0	-	-	-	-	0.0
CYPRUS	4	-	1	5	20.0	4	-	1	5	20.0
IRAN, ISLAMIC R OF	13	1	3	17	17.6	13	2	3	18	16.7
IRAQ	11	1	4	16	25.0	12	-	4	16	25.0
ISRAEL	4	-	2	6	33.3	5	3	3	11	27.3
JORDAN	6	1	5	12	41.7	7	1	5	13	38.5
KUWAIT	-	-	-	-	0.0	-	-	-	-	0.0
LEBANON	16	-	3	19	15.8	16	-	3	19	15.8
OMAN	1	-	1	2	50.0	1	-	1	2	50.0
QATAR	-	-	1	1	100.0	-	-	1	1	100.0

TABLE 5 (CONTINUED)

REGION AND COUNTRY	30/06/89					30/06/90				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MIDDLE EAST (CONTINUED)										
SAUDI ARABIA	3	-	1	4	25.0	3	-	1	4	25.0
SYRIAN ARAB RP	2	-	4	6	66.7	3	-	5	8	62.5
TURKEY	7	4	1	12	8.3	11	1	-	12	0.0
U A EMIRATES	1	-	-	1	0.0	1	-	-	1	0.0
YEMEN	2	-	1	3	33.3	8	-	1	9	11.1
SUBTOTAL	77	7	29	113	25.7	91	7	30	128	23.4
N. AMERICA & CARIBBEAN										
ANTIGUA AND BARBUDA	3	-	-	3	0.0	3	-	-	3	0.0
BAHAMAS	1	-	-	1	0.0	1	-	-	1	0.0
BARBADOS	6	-	-	6	0.0	5	-	-	5	0.0
BELIZE	2	-	-	2	0.0	2	-	-	2	0.0
CANADA	36	4	10	50	20.0	39	1	11	51	21.6
DOMINICA	-	-	-	-	0.0	-	-	-	-	0.0
GRENADA	1	-	1	2	50.0	1	-	1	2	50.0
GUYANA	16	-	-	16	0.0	16	-	-	16	0.0
JAMAICA	20	-	-	20	0.0	18	-	-	18	0.0
SAINT KITTS & NEVIS	1	-	1	2	50.0	2	-	-	2	0.0
SAINT LUCIA	1	-	3	4	75.0	1	-	3	4	75.0
SAINT VINCENT & GR	1	-	-	1	0.0	1	-	-	1	0.0
TRINIDAD AND TOBAGO	13	-	1	14	7.1	13	2	-	15	0.0
USA	340	5	43	388	11.1	324	4	51	379	13.5
SUBTOTAL	441	9	59	509	11.6	426	7	66	499	13.2
OTHERS										
PALESTINE	-	-	-	-	0.0				-	0.0
REP OF KOREA	-	-	-	-	0.0	-	-	-	-	0.0
SWITZERLAND	13	-	3	16	18.8	11	1	2	14	14.3
STATELESS	3	1	-	4	0.0	4	-	1	5	20.0
SUBTOTAL	16	1	3	20	15.0	15	1	3	19	15.8
TOTAL	1 722	78	717	2 517	28.5	1 759	118	684	2 561	26.7

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1989 - 30 JUNE 1990)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA										
BENIN	-	-	-	-	-	-	1	-	-	1
BOTSWANA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
BURKINA FASO	-	-	-	-	-	-	1 (1)	-	-	1 (1)
BURUNDI	-	-	-	-	-	-	-	3 (1)	-	3 (1)
CAMEROON	-	-	-	-	-	-	1	2 (2)	-	3 (2)
CENT AFR REP	-	-	-	-	-	-	-	3	-	3
EGYPT	-		-	-	-	1	-	-	-	1
GHANA	-	-	-	-	-	-	1	-	-	1
GUINEA	-	-	-	-	-	-	1	-	-	1
GUINEA-BISSAU	-	-	-	-	-	-	-	1	-	1
KENYA	-	-	-	-	-	-	-	-	1 (1)	1 (1)
LIBERIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)
MALAWI	-	-	-	-	-	-	1	-	-	1
MALI	-	-	-	-	-	-	1	-	-	1
NIGERIA	-	-	-	1	-	-	-	-	-	1
SENEGAL	-	-	-	-	-	-	1	1 (1)	-	2 (1)
SIERRA LEONE	-	-	-	-	-	1	-	-	-	1
SWAZILAND	-	-	-	-	-	-	1 (1)	-	-	1 (1)
UGANDA	-	-	-	-	-	-	-	1	-	1
ZAIRE	-	-	-	-	-	-	1	1 (1)	-	2 (1)
SUBTOTAL	-	-	-	1	-	2	10 (2)	14 (7)	1 (1)	28 (10)
ASIA AND THE PACIFIC										
CHINA	-	-	-	-	-	-	2	-	-	2
INDIA	-	-	-	-	-	-	1	-	-	1
INDONESIA	-	-	-	-	-	-	-	1	-	1
JAPAN	-	-	1	-	-	-	1 (1)	5 (3)	-	7 (4)
PAPUA N GUINEA	-	-	-	-	-	-	1	-	-	1
PHILIPPINES	-	-	-	-	-	1 (1)	-	-	-	1 (1)
SUBTOTAL	-	-	1	-	-	1 (1)	5 (1)	6 (3)	-	13 (5)

/...

TABLE 6 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
EUROPE (EASTERN)										
BYELORUSSN SSR	-	-	-	-	-	-	-	3	-	3
CZECHOSLOVAKIA	-	-	-	-	-	1	-	-	-	1
GERMAN DEM REP	-	-	-	-	1	-	2	-	-	3
HUNGARY	-	-	-	-	-	-	1 (1)	2 (1)	-	3 (2)
POLAND	-	-	-	-	-	1	1	1	-	3
UKRAINIAN SSR	-	-	-	-	-	-	2	-	-	2
USSR	-	-	3	-	1	8 (2)	7 (1)	2	-	21 (3)
YUGOSLAVIA	-	-	-	-	-	-	-	3	-	3
SUBTOTAL	-	-	3	-	2	10 (2)	13 (2)	11 (1)	-	39 (5)
EUROPE (WESTERN)										
DENMARK	-	-	-	-	-	-	-	5 (1)	-	5 (1)
FINLAND	-	-	-	-	-	1	1	-	-	2
FRANCE	-	-	-	-	-	-	5 (3)	2 (2)	-	7 (5)
GERMANY, F R OF	-	-	-	-	-	-	-	12 (7)	-	12 (7)
GREECE	-	-	-	-	-	-	-	1 (1)	-	1 (1)
ITALY	-	-	-	-	-	2	-	7 (2)	-	9 (2)
LUXEMBOURG	-	-	-	-	-	-	-	1	-	1
NETHERLANDS	-	-	1	-	1	-	1	9 (2)	-	12 (2)
NORWAY	-	-	-	-	-	-	1	7 (4)	-	8 (4)
SPAIN	-	-	-	-	-	-	-	1 (1)	-	1 (1)
SWEDEN	-	-	-	1	-	-	-	-	-	1
UNITED KINGDOM	-	-	-	-	1	3	1	3 (2)	-	8 (2)
SUBTOTAL	-	-	1	1	2	6	9 (3)	48 (22)	-	67 (25)
LATIN AMERICA										
ARGENTINA	-	-	-	-	-	-	-	-	-	-
BRAZIL	-	-	-	-	-	1 (1)	1	2 (1)	-	4 (2)
CHILE	-	-	1	-	-	-	1	-	-	2
COLOMBIA	-	-	-	-	-	-	-	1 (1)	-	1 (1)

TABLE 6 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
LATIN AMERICA (CONTINUED)										
CUBA	-	-	-	-	-	-	1	5 (2)	-	6 (2)
DOMINICAN REP	-	-	-	-	-	-	-	1	1	2
ECUADOR	-	-	-	-	-	-	-	-	-	1
GUATEMALA	-	-	-	-	-	1 (1)	3 (1)	-	-	4 (2)
MEXICO	-	-	-	-	-	-	2 (1)	-	-	2 (1)
PANAMA	-	-	-	-	-	-	-	1	-	1
URUGUAY	-	-	-	-	-	1	-	-	-	1
VENEZUELA	-	1	-	-	-	-	-	-	-	1
SUBTOTAL	-	1	1	-	-	3 (2)	9 (2)	10 (4)	1	25 (8)
MIDDLE EAST										
IRAQ	-	-	-	-	-	1	-	-	-	1
ISRAEL	-	-	-	-	-	-	-	4 (1)	-	4 (1)
JORDAN	-	-	-	-	-	1	1	-	-	2
SYRIAN ARAB RP	-	-	-	-	-	1	-	-	-	1
SUBTOTAL	-	-	-	-	-	3	1	4 (1)	-	8 (1)
N. AMERICA & CARIBBEAN										
CANADA	1	-	-	-	-	-	1 (1)	1 (1)	-	3 (2)
USA	1	-	-	1	3	4 (2)	7 (4)	2 (1)	-	18 (7)
SUBTOTAL	2	-	-	1	3	4 (2)	8 (5)	3 (2)	-	21 (9)
OTHERS										
STATELESS	-	-	-	-	-	-	1	-	-	1
SUBTOTAL	-	-	-	-	-	-	1	-	-	1
TOTAL	2	1	6	3	7	29 (7)	56 (15)	96 (40)	2 (1)	202 (63)

TABLE 7

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION, NATIONALITY AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF FEMALE STAFF)

(1 JULY 1989 - 30 JUNE 1990)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
AFRICA											
ALGERIA	19 (2)	-	-	-	-	-	-	-	-	19 (2)	-
ANGOLA	1	-	-	-	-	-	-	-	-	1	-
BENIN	6 (1)	-	1	1	-	-	-	-	-	7 (1)	-
BOTSWANA	1 (0)	-	1 (1)	1 (1)	-	-	-	-	-	2 (1)	-
BURKINA FASO	6 (0)	-	1 (1)	1 (1)	-	-	-	-	-	7 (1)	-
BURUNDI	6 (1)	3 (1)	-	3 (1)	-	-	-	-	-	9 (2)	-
CAMEROON	8 (0)	-	3 (2)	3 (2)	-	-	-	+2	-	13 (2)	-
CAPE VERDE	1	-	-	-	-	-	-	-	-	1	-
CENT AFR REP	1	1	2	3	-	-	-	-	-	4	-
CHAD	4	-	-	-	-	-	-	-	-	4	-
COMOROS	2	-	-	-	-	-	-	-	-	2	-
CONGO	7	-	-	-	-	-	-	-	-1	6	-
COTE D'IVOIRE	12 (1)	-	-	-	-	1	1	-	-	11 (1)	-
DJIBOUTI	0	-	-	-	-	-	-	-	-	-	-
EGYPT	11 (2)	-	1	1	1	1	2	+1	-	11 (2)	-
EQUATL GUINEA	3	-	-	-	-	-	-	-	-	3	-
ETHIOPIA	27 (5)	-	-	-	1	-	1	+2 (+1)	-1	27 (6)	-
GABON	3	-	-	-	-	-	-	-	-	3	-
GAMBIA	8	-	-	-	-	-	-	-	-	8	-
GHANA	16 (2)	-	1	1	1	-	1	-	-	16 (2)	-
GUINEA	7 (1)	-	1	1	-	1	1	-	-1	6 (1)	-
GUINEA-BISSAU	0	-	1	1	-	-	-	-	-	1	-
KENYA	13 (1)	-	1 (1)	1 (1)	-	-	-	-	-	14 (2)	-
LESOTHO	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
LIBERIA	9 (3)	-	1 (1)	1 (1)	-	-	-	+1 (+1)	-1 (-1)	10 (4)	-
LIBYAN ARAB J	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
MADAGASCAR	10 (1)	-	-	-	1	-	1	-	-	9 (1)	-
MALAWI	8 (1)	-	1	1	-	-	-	-	-	9 (1)	-
MALI	9	-	1	1	-	-	-	-	-	10	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA (CONTINUED)											
MAURITANIA	5	-	-	-	-	-	-	-	-	5	-
MAURITIUS	15	-	-	-	1	-	1	-	-1	13	-
MOROCCO	12 (3)	-	-	-	-	1	1	-	-	11 (3)	-
MOZAMBIQUE	1	-	-	-	-	-	-	-	-1	-	-
NAMIBIA	2 (1)	-	-	-	-	-	-	+1 (+1)	-1 (-1)	2 (1)	-
NIGER	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
NIGERIA	17 (1)	-	1	1	1	1	2	-	-	16 (1)	-
RWANDA	3	-	-	-	-	-	-	-	-	3	-
S TOME PRINCPE	0	-	-	-	-	-	-	-	-	-	-
SENEGAL	13 (3)	-	2 (1)	2 (1)	-	1	1	-	-	14 (4)	-
SEYCHELLES	2	-	-	-	-	-	-	-	-	2	-
SIERRA LEONE	14 (2)	-	1	1	-	-	-	-	-	15 (2)	-
SOMALIA	12 (2)	-	-	-	-	-	-	-	-	12 (2)	-
SOUTH AFRICA	11 (3)	-	-	-	-	-	-	-	-	11 (3)	-
SUDAN	12	-	-	-	-	1	1	-	-	11	-
SWAZILAND	4 (1)	-	1 (1)	1 (1)	-	1	1	-	-	4 (2)	-
TOGO	8	-	-	-	1	1	2	-	-	6	-
TUNISIA	21 (1)	-	-	-	-	-	-	+1	-1	21 (1)	-
UGANDA	12 (2)	-	1	1	1	-	1	-	-	12 (2)	-
U REP TANZANIA	19 (4)	-	-	-	-	-	-	-	-	19 (4)	-
ZAIRE	13 (1)	-	2 (1)	2 (1)	-	-	-	-	-	15 (2)	-
ZAMBIA	10	-	-	-	-	-	-	-	-	10	-
ZIMBABWE	7 (1)	-	-	-	1	-	1	-	-	8 (1)	-
SUBTOTAL	429 (53)	4 (1)	24 (9)	28 (10)	9	9	18	+8 (+3)	-8 (-2)	439 (84)	-
ASIA AND THE PACIFIC											
AUSTRALIA	28 (13)	-	-	-	2 (1)	-	2 (1)	+2	-1	27 (12)	-
BANGLADESH	18	-	-	-	-	1	1	-	-	17	-
BHUTAN	4	-	-	-	-	-	-	-	-	4	-
BRUNEI DARUSSALAM	0	-	-	-	-	-	-	-	-	-	-
CAMBODIA	4	-	-	-	1	-	1	-	-	3	-
CHINA	40 (14)	-	2	2	1	3	4	+2 (+1)	-	40 (15)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
ASIA AND THE PACIFIC (CONTINUED)											
FIJI	7 (1)	-	-	-	1	-	1	-	-	6 (1)	-
INDIA	37 (5)	-	1	1	4	1	5	+3 (+2)	-	36 (7)	-
INDONESIA	8 (2)	1	-	1	1	2 (1)	3 (1)	-	-	6 (1)	-
JAPAN	91 (30)	3 (3)	4 (1)	7 (4)	4 (1)	4 (1)	8 (2)	+3 (+2)	-2 (-1)	91 (33)	-
LAO P DEM REP	1	-	-	-	-	-	-	-	-	1	-
MALAYSIA	15 (3)	-	-	-	-	-	-	-	-	15 (3)	-
MALDIVES	0	-	-	-	-	-	-	-	-	-	-
MONGOLIA	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
MYANMAR	7	-	-	-	-	-	-	-	-	7	-
NEPAL	13	-	-	-	1	-	1	+1	-1	12	-
NEW ZEALAND	7 (4)	-	-	-	-	-	-	-	-	7 (4)	-
PAKISTAN	13 (2)	-	-	-	-	-	-	-	-	13 (2)	-
PAPUA N GUINEA	2	-	1	1	-	-	-	-	-	3	-
PHILIPPINES	62 (33)	-	1 (1)	1 (1)	1	-	1	+3 (+2)	-	65 (36)	-
SAMOA	1	-	-	-	-	-	-	+1	-	2	-
SINGAPORE	12 (6)	-	-	-	-	-	-	-	-	12 (6)	-
SOLOMON ISLANDS	0	-	-	-	-	-	-	-	-	-	-
SRI LANKA	10 (2)	-	-	-	-	-	-	-	-	10 (2)	-
THAILAND	28 (16)	-	-	-	3	1 (1)	4 (1)	+3 (+1)	-	27 (16)	-
VANUATU	0	-	-	-	-	-	-	-	-	-	-
VIET NAM	3 (1)	-	-	-	1 (1)	-	1 (1)	+1 (+1)	-	3 (1)	-
SUBTOTAL	412 (133)	4 (3)	9 (2)	13 (5)	20 (3)	12 (3)	32 (6)	+19 (+9)	-4 (-1)	408 (140)	-
EUROPE (EASTERN)											
ALBANIA	0	-	-	-	-	-	-	-	-	-	-
BULGARIA	7	-	-	-	-	-	-	+1	-	8	-
BYELORUSSR SSR	9	-	3	3	-	-	-	-	-	12	-
CZECHOSLOVAKIA	15 (2)	-	1	1	-	2	2	-	-	14 (2)	-
GERMAN DEM REP	12 (2)	-	3	3	-	-	-	-	-	15 (2)	-
HUNGARY	7 (0)	2 (1)	1 (1)	3 (2)	1	3	4	-	-	6 (2)	-
POLAND	13 (1)	-	3	3	-	2	2	-	-	14 (1)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
EUROPE (EASTERN) (CONTINUED)											
ROMANIA	3	-	-	-	-	-	-	-	-	3	-
UKRAINIAN SSR	24 (2)	-	2	2	-	1	1	+1 (+1)	-	26 (3)	-
USSR	162 (12)	-	21 (3)	21 (3)	-	29 (1)	29 (1)	+1	-3 (-1)	152 (13)	-
YUGOSLAVIA	9 (1)	3	-	3	-	1	1	-	-	11 (1)	-
SUBTOTAL	261 (20)	5 (1)	34 (4)	39 (5)	1	38 (1)	39 (1)	+3 (+1)	-3 (-1)	261 (24)	-
EUROPE (WESTERN)											
AUSTRIA	20 (7)	-	-	-	-	1	1	+1 (+1)	-	20 (8)	-
BELGIUM	25 (6)	-	-	-	1	3 (1)	4 (1)	+1	-	22 (5)	-
DENMARK	14 (5)	5 (1)	-	5 (1)	-	-	-	-	-1	18 (6)	-
FINLAND	13 (4)	-	2	2	1	1	2	-	-1	12 (4)	-
FRANCE	113 (47)	-	7 (5)	7 (5)	6 (2)	2 (1)	8 (3)	+2 (+1)	-5 (-2)	109 (48)	-
GERMANY, F R OF	107 (30)	7 (3)	5 (4)	12 (7)	3 (1)	2	5 (1)	-	-2 (-1)	112 (35)	-
GREECE	13 (4)	-	1 (1)	1 (1)	-	1	1	-	-	13 (5)	-
ICELAND	5	-	-	-	-	-	-	-	-	5	-
IRELAND	15 (4)	-	-	-	1	-	1	-	-	14 (4)	-
ITALY	48 (10)	8 (2)	1	9 (2)	5 (1)	-	5 (1)	+2 (+1)	-2	52 (12)	-
LUXEMBOURG	4 (2)	1	-	1	-	-	-	-	-	5 (2)	-
MALTA	7 (2)	-	-	-	-	1 (1)	1 (1)	-	-	6 (1)	-
NETHERLANDS	23 (2)	7 (1)	5 (1)	12 (2)	-	3	3	+1	-1	32 (4)	-
NORWAY	8 (3)	7 (4)	1	8 (4)	-	1	1	-	-1	14 (7)	-
PORTUGAL	5 (2)	-	-	-	1	-	1	-	-	4 (2)	-
SPAIN	38 (9)	-	1 (1)	1 (1)	1	2	3	-	-	33 (10)	-
SWEDEN	27 (7)	-	1	1	1	-	1	+2	-1	28 (7)	-
UNITED KINGDOM	90 (34)	1	7 (2)	8 (2)	5 (2)	2	7 (2)	+2 (+2)	-	93 (36)	-
SUBTOTAL	572 (178)	38 (11)	31 (14)	67 (25)	25 (8)	19 (3)	44 (9)	+11 (+5)	-14 (-3)	592 (198)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
LATIN AMERICA											
ARGENTINA	27 (10)	-	-	-	2	-	2	+1	-	26 (10)	-
BOLIVIA	5	-	-	-	-	-	-	-	-	5	-
BRAZIL	25 (8)	-	4 (2)	4 (2)	1	-	1	+2	-1	29 (10)	-
CHILE	28 (10)	-	2	2	3 (1)	1	4 (1)	+2	-1	27 (9)	-
COLOMBIA	10 (1)	-	1 (1)	1 (1)	-	1	1	-	-	10 (2)	-
COSTA RICA	3	-	-	-	-	-	-	-	-	3	-
CUBA	5 (2)	5 (2)	1	6 (2)	-	-	-	-	-	11 (4)	1
DOMINICAN REP	4 (2)	2	-	2	-	-	-	-	-	6 (2)	-
ECUADOR	4 (2)	-	1	1	-	1	1	+1	-1 (-1)	4 (1)	-
EL SALVADOR	5	-	-	-	-	-	-	-	-	5	-
GUATEMALA	4 (0)	-	4 (2)	4 (2)	-	1	1	-	-	7 (2)	-
HAITI	6 (3)	-	-	-	1	-	1	-	-	5 (3)	-
HONDURAS	1	-	-	-	-	-	-	+1	-	2	-
MEXICO	26 (10)	-	2 (1)	2 (1)	1 (1)	1	2 (1)	+1	-	27 (10)	-
NICARAGUA	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
PANAMA	2	1	-	1	-	-	-	-	-	3	-
PARAGUAY	1	-	-	-	-	-	-	-	-	1	-
PERU	16 (5)	-	-	-	-	-	-	-	-	16 (5)	-
SURINAME	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
URUGUAY	11 (2)	-	1	1	-	1	1	-	-1	10 (2)	-
VENEZUELA	13 (9)	-	1	1	-	1 (1)	1 (1)	-	-	13 (8)	-
SUBTOTAL	201 (68)	8 (2)	17 (6)	25 (8)	8 (2)	7 (1)	15 (3)	+8	-4 (-1)	215 (70)	1
MIDDLE EAST											
AFGHANISTAN	9	-	-	-	-	-	-	-	-	9	-
BAHRAIN	0	-	-	-	-	-	-	-	-	-	-
CYPRUS	5	-	-	-	-	-	-	-	-	5	-
IRAN, ISLAMIC R OF	17 (6)	-	-	-	-	-	-	+1	-	18 (6)	-
IRAQ	18 (2)	-	1	1	-	-	-	-	-1	18 (2)	-
ISRAEL	8 (1)	3 (1)	1	4 (1)	-	-	-	+1 (+1)	-	11 (3)	-

TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MIDDLE EAST (CONTINUED)											
JORDAN	12	-	2	2	-	1	1	-	-	13	-
KUWAIT	1	-	-	-	-	-	-	-	-	-	-
LEBANON	19 (3)	-	-	-	-	1 (1)	1 (1)	+1 (+1)	-	19 (3)	-
OMAN	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
QATAR	1	-	-	-	-	-	-	-	-	1	-
SAUDI ARABIA	4 (4)	-	-	-	-	-	-	-	-	4 (4)	-
SYRIAN ARAB RP	8	-	1	1	-	-	-	+1	-	8	-
TURKEY	12 (3)	-	-	-	-	-	-	-	-	12 (3)	-
U A EMIRATES	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
YEMEN	3 (0)	-	-	-	-	-	-	+6 (+1)	-	9 (1)	-
SUBTOTAL	113 (21)	3 (1)	5	8 (1)	-	2 (1)	2 (1)	+10 (+3)	-1	128 (24)	-
N. AMERICA & CARIBBEAN											
ANTIGUA AND BARBUDA	3 (3)	-	-	-	-	-	-	-	-	3 (3)	-
BAHAMAS	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
BARBADOS	6 (3)	-	-	-	1	-	1	-	-	5 (3)	-
BELIZE	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
CANADA	50 (10)	-	3 (2)	3 (2)	2	-	2	-	-	51 (12)	-
DOMINICA	0	-	-	-	-	-	-	-	-	-	-
GRENADA	2	-	-	-	-	-	-	-	-	2	-
GUYANA	16 (7)	-	-	-	-	-	-	-	-	16 (7)	-
JAMAICA	20 (5)	-	-	-	2 (1)	-	2 (1)	-	-	18 (4)	-
SAINT KITTS & NEVIS	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
SAINT LUCIA	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
SAINT VINCENT & GR	1	-	-	-	-	-	-	-	-	1	-
TRINIDAD AND TOBAGO	14 (6)	-	-	-	1 (1)	-	1 (1)	+2 (+1)	-	15 (6)	-
USA	388 (161)	1	17 (7)	18 (7)	23 (7)	8 (3)	31 (10)	+13 (+9)	-9 (-7)	379 (160)	-
SUBTOTAL	509 (202)	1	20 (9)	21 (9)	29 (9)	8 (3)	37 (12)	+15 (+10)	-9 (-7)	499 (202)	-

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TABLE 7 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/90	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
OTHERS											
SWITZERLAND	18 (5)	-	-	-	2	-	2	-	-	14 (5)	-
STATELESS	4	-	1	1	-	-	-	-	-	5	-
SUBTOTAL	20 (5)	-	1	1	2	-	2	-	-	19 (5)	-
TOTAL	2 517 (678)	61 (19)	141 (44)	202 (63)	94 (20)	95 (12)	189 (32)	+74 (+31)	-43 (-15)	2 561 (725)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1990)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90
AFRICA							
ALGERIA	4	1	1	1	-	-	3
BENIN	1	-	-	1	-	-	1
BURUNDI	1	-	-	-	-	-	0
COTE D'IVOIRE	1	-	-	-	1	-	1
EGYPT	94 (23)	17 (3)	37 (8)	35 (8)	2 (2)	-	91 (21)
GHANA	2	-	-	2	-	-	2
MADAGASCAR	1 (1)	-	-	-	1 (1)	-	1 (1)
MALI	1	-	-	1	-	-	1
MOROCCO	2	-	-	2	-	-	2
SENEGAL	5	-	2	2	1	-	5
SUDAN	6	1	2	3	-	-	6
TUNISIA	14 (2)	-	7 (1)	7 (1)	-	-	14 (2)
SUBTOTAL	132 (26)	19 (3)	49 (9)	54 (9)	5 (3)	-	127 (24)
ASIA AND THE PACIFIC							
AUSTRALIA	2 (2)	-	1 (1)	1 (1)	-	-	2 (2)
CHINA	138 (25)	20 (3)	39 (7)	44 (10)	30 (9)	1	134 (29)
MALAYSIA	1	-	1	-	-	-	1
NEW ZEALAND	1	-	-	1	-	-	1
SUBTOTAL	142 (27)	20 (3)	41 (8)	46 (11)	30 (9)	1	138 (31)
EUROPE (EASTERN)							
BULGARIA	1	-	1	-	-	-	1
BYELORUSSN SSR	1	-	-	5	1	-	6
UKRAINIAN SSR	3	-	-	3	2	-	5
USSR	154 (9)	11	32 (1)	63 (4)	34 (1)	-	140 (6)
SUBTOTAL	159 (9)	11	33 (1)	71 (4)	37 (1)	-	152 (6)
EUROPE (WESTERN)							
AUSTRIA	2 (1)	-	2 (1)	-	-	-	2 (1)
BELGIUM	9 (3)	1	5 (3)	4	1	-	11 (3)
FRANCE	129 (80)	21 (14)	54 (30)	45 (34)	3 (2)	-	123 (80)

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TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90
EUROPE (WESTERN) (CONTINUED)							
GERMANY, F R OF	4 (3)	2 (1)	1 (1)	-	-	-	3 (2)
IRELAND	2	-	-	1	-	-	1
ITALY	2 (1)	-	1	1 (1)	-	-	2 (1)
NETHERLANDS	1 (1)	-	-	-	1 (1)	-	1 (1)
SPAIN	30 (9)	6	18 (5)	5 (3)	2 (1)	-	31 (9)
UNITED KINGDOM	77 (37)	18 (6)	40 (19)	18 (8)	2 (2)	-	78 (35)
SUBTOTAL	256 (135)	48 (21)	121 (59)	72 (46)	9 (6)	-	250 (132)
LATIN AMERICA							
ARGENTINA	28 (13)	6 (3)	16 (7)	7 (3)	-	-	29 (13)
BOLIVIA	2 (1)	-	1 (1)	-	-	-	1 (1)
CHILE	19 (11)	4 (1)	7 (5)	5 (4)	2	-	18 (10)
COLOMBIA	8 (5)	1 (1)	3 (2)	2 (2)	-	-	6 (5)
COSTA RICA	1	-	-	1	-	-	1
CUBA	3	-	2	1 (1)	-	-	3 (1)
ECUADOR	3 (2)	-	3 (2)	-	-	-	3 (2)
GUATEMALA	0	-	-	1 (1)	-	-	1 (1)
HAITI	1 (1)	1 (1)	-	-	-	-	1 (1)
MEXICO	7 (5)	2 (1)	3 (2)	1 (1)	1 (1)	-	7 (5)
PANAMA	1	-	-	1	-	-	1
PARAGUAY	1 (1)	1 (1)	-	-	-	-	1 (1)
PERU	8 (4)	-	4 (2)	2	1 (1)	-	7 (3)
URUGUAY	7 (2)	2 (1)	2 (1)	2 (1)	1	-	7 (3)
VENEZUELA	1	-	-	1	-	-	1
SUBTOTAL	86 (45)	17 (9)	41 (22)	24 (13)	5 (2)	-	87 (46)
MIDDLE EAST							
IRAQ	1	-	1	-	-	-	1
ISRAEL	3 (1)	-	1 (1)	2	-	-	3 (1)
JORDAN	6 (1)	4	-	2 (1)	-	-	6 (1)

TABLE 8 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90
MIDDLE EAST (CONTINUED)							
LEBANON	10 (4)	1	1 (1)	5 (1)	1 (1)	-	8 (3)
SYRIAN ARAB RP	24 (7)	2 (1)	5	14 (5)	1	-	22 (6)
YEMEN	1	-	-	1	-	-	1
SUBTOTAL	45 (13)	7 (1)	8 (2)	24 (7)	2 (1)	-	41 (11)
N. AMERICA & CARIBBEAN							
ANTIGUA AND BARBUDA	1 (1)	1 (1)	-	-	-	-	1 (1)
CANADA	13 (6)	-	5 (1)	3 (2)	3 (3)	-	11 (6)
GUYANA	3 (2)	-	-	3 (2)	-	-	3 (2)
JAMAICA	5 (4)	-	1 (1)	2 (2)	-	-	3 (3)
TRINIDAD AND TOBAGO	2 (1)	-	1	1 (1)	-	-	2 (1)
USA	87 (49)	8 (3)	35 (15)	36 (22)	8 (8)	-	87 (48)
SUBTOTAL	111 (63)	9 (4)	42 (17)	45 (29)	11 (11)	-	107 (61)
OTHERS							
PALESTINE	3	-	-	2	-	-	2
SWITZERLAND	11 (6)	2	5 (3)	3 (3)	-	-	10 (6)
STATELESS	1	-	1	-	-	-	1
SUBTOTAL	15 (6)	2	6 (3)	5 (3)	-	-	13 (6)
TOTAL	948 (324)	133 (41)	341 (121)	341 (122)	99 (33)	1	915 (317)

TABLE 9

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY REGION, NATIONALITY AND LEVEL

(SHOWING NUMBER OF FEMALE STAFF)

(AS AT 30 JUNE 1990)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90
AFRICA											
GAMBIA	1										0
GHANA	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
NAMIBIA	1										0
NIGERIA	1	-	-	-	-	-	1	-	-	-	1
U REP TANZANIA	1										0
SUBTOTAL	4 (0)	-	-	-	-	-	1	1 (1)	-	-	2 (1)
ASIA AND THE PACIFIC											
BANGLADESH	1										0
JAPAN	2	-	-	-	-	1	1	-	-	-	2
NEW ZEALAND	1										0
SRI LANKA	1	-	-	-	-	-	1	1	-	-	2
SUBTOTAL	5	-	-	-	-	1	2	1	-	-	4
EUROPE (EASTERN)											
POLAND	1	-	-	-	-	-	-	1	-	-	1
YUGOSLAVIA	0	-	1	-	-	-	-	-	-	-	1
SUBTOTAL	1	-	1	-	-	-	-	1	-	-	2
EUROPE (WESTERN)											
AUSTRIA	1	-	1	-	-	-	-	-	-	-	1
FRANCE	0	1	-	-	-	-	-	-	-	-	1
GERMANY, F R OF	1	-	-	-	-	-	-	1	-	-	1
IRELAND	3	-	-	1	-	-	-	-	-	-	1
ITALY	1	-	-	-	-	-	-	1	-	-	1
NORWAY	1	-	1	-	-	-	-	-	-	-	1
SWEDEN	1	-	1	-	1	-	-	-	-	-	2
UNITED KINGDOM	1										0
SUBTOTAL	9	1	3	1	1	-	-	2	-	-	8
LATIN AMERICA											
ARGENTINA	1	1	-	-	-	-	1	-	-	-	2
BRAZIL	1	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	2	1	-	1	-	-	1	-	-	-	3
MIDDLE EAST											
CYPRUS	1	-	1	-	-	-	-	-	-	-	1
IRAN, ISLAMIC R OF	1	1	-	-	-	-	-	-	-	-	1
YEMEN	1										0
SUBTOTAL	3	1	1	-	-	-	-	-	-	-	2

TABLE 9 (CONTINUED)

REGION AND COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/89	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/90
N AMERICA & CARIBBEAN											
CANADA	3 (1)	-	1	-	-	-	1	-	-	-	2 (0)
GRENADA	0	1	-	-	-	-	-	-	-	-	1
JAMAICA	1										0
USA	4 (2)										0 (0)
SUBTOTAL	8 (3)	1	1	-	-	-	1	-	-	-	3 0
OTHERS											
SWITZERLAND	1 (1)										0 (0)
SUBTOTAL	1 (1)										0 (0)
TOTAL	33 (4)	4	6	2	1	1	5	5 (1)	-	-	24 (1)

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TABLE 10

WEIGHTED* AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS

(AS AT 30 JUNE 1990)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Africa							
Algeria	.15%	5-14	9.67	19	229-680	455	1,109
Angola	.01%	2-14	7.20	1	113-564	339	46
Benin	.01%	2-14	7.07	7	106-558	333	332
Botswana	.01%	2-14	6.98	2	102-554	328	67
Burkina Faso	.01%	2-14	7.19	7	112-563	338	346
Burundi	.01%	2-14	7.09	9	107-559	333	370
Cameroon	.01%	2-14	7.24	13	114-566	341	577
Cape Verde	.01%	2-14	6.96	1	101-553	327	37
Central African Rep	.01%	2-14	7.02	4	104-556	330	135
Chad	.01%	2-14	7.09	4	107-559	334	170
Comoros	.01%	2-14	6.96	2	101-553	328	74
Congo	.01%	2-14	7.00	6	103-555	329	280
Cote d'Ivoire	.02%	3-14	7.41	11	122-574	349	404
Djibouti	.01%	2-14	6.96	0	101-553	327	0
Egypt	.07%	4-14	9.24	11	209-660	435	662
Equatorial Guinea	.01%	2-14	6.96	3	101-553	327	89
Ethiopia	.01%	3-14	8.24	27	162-613	388	1,099
Gabon	.03%	2-14	7.27	3	116-568	342	89
Gambia	.01%	2-14	6.97	8	102-553	328	428
Ghana	.01%	3-14	7.33	16	119-570	345	1,023
Guinea	.01%	2-14	7.08	6	107-559	333	293
Guinea-Bissau	.01%	2-14	6.97	1	102-553	328	30
Kenya	.01%	3-14	7.59	14	131-583	357	723
Lesotho	.01%	2-14	6.99	7	103-554	329	263
Liberia	.01%	2-14	7.01	10	104-555	330	417
Libyan Arab Jamah	.28%	6-16	11.07	7	294-748	521	356
Madagascar	.01%	2-14	7.25	9	115-567	341	414
Malawi	.01%	2-14	7.16	9	110-562	337	449
Mali	.01%	2-14	7.19	10	112-564	338	446
Mauritania	.01%	2-14	7.00	6	103-555	329	239
Mauritius	.01%	2-14	6.98	13	102-554	328	677
Morocco	.04%	3-14	8.04	11	152-604	378	559
Mozambique	.01%	3-14	7.35	0	120-571	346	0
Namibia	.01%	2-14	7.00	2	103-555	329	74
Niger	.01%	2-14	7.13	4	109-561	335	176
Nigeria	.20%	8-17	12.61	16	367-818	593	918
Rwanda	.01%	2-14	7.13	3	109-561	336	112
Sao Tome and Principe	.01%	2-14	6.95	0	101-552	327	0
Senegal	.01%	2-14	7.14	14	110-561	336	631
Seychelles	.01%	2-14	6.95	2	101-552	327	74
Sierra Leone	.01%	2-14	7.05	15	108-557	332	839
Somalia	.01%	2-14	7.14	12	110-561	336	651
South Africa	.45%	10-19	14.39	11	451-902	677	439
Sudan	.01%	3-14	7.59	11	131-583	357	562
Swaziland	.01%	2-14	6.97	4	102-553	328	149
Togo	.01%	2-14	7.04	6	105-555	331	314
Tunisia	.03%	3-14	7.46	21	124-576	351	1,228
Uganda	.01%	3-14	7.41	12	122-574	349	595
United Rep Tanzania	.01%	3-14	7.60	19	131-583	357	984
Zaire	.01%	3-14	7.85	15	143-595	369	663
Zambia	.01%	2-14	7.15	10	110-562	337	489
Zimbabwe	.02%	3-14	7.34	6	119-571	345	310
Region Total	1.71%	336-455	395.43	439	15813-21383	18,603	21,391
Asia and the Pacific							
Australia	1.57%	26-35	30.54	27	1211-1662	1,437	1,434
Bangladesh	.01%	5-15	9.78	17	234-685	460	961
Bhutan	.01%	2-14	6.99	4	102-554	329	119
Brunei Darussalam	.04%	3-14	7.40	0	122-574	348	0
Cambodia	.01%	2-14	7.16	3	111-562	337	158
China	.79%	41-56	48.38	40	1935-2617	2,276	2,046
Fiji	.01%	2-14	6.97	6	102-553	328	383
India	.37%	29-39	33.83	36	1353-1829	1,592	1,632
Indonesia	.15%	9-19	13.77	6	422-873	648	307
Japan	11.38%	152-206	178.97	91	7157-9683	8,420	3,978
Lao People's Dem Rep	.01%	2-14	7.05	1	106-557	332	46
Malaysia	.11%	4-14	8.89	15	192-644	418	789
Maldives	.01%	2-14	6.95	0	101-553	327	0
Mongolia	.01%	2-14	7.00	1	103-555	330	30
Myanmar	.01%	3-14	8.03	7	151-603	378	301
Nepal	.01%	3-14	7.43	12	123-575	350	643
New Zealand	.24%	6-15	10.45	7	265-717	492	379
Pakistan	.06%	6-15	10.54	13	270-721	496	797
Papua New Guinea	.01%	2-14	7.04	3	105-557	331	96

TABLE 10 (CONTINUED)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Asia and the Pacific							
Philippines	.09%	5-15	9.72	65	231-883	457	2,474
Samoa	.01%	2-14	6.95	2	101-552	327	74
Singapore	.11%	4-14	8.50	12	174-625	400	566
Solomon Islands	.01%	2-14	6.96	0	101-553	327	0
Sri Lanka	.01%	3-14	7.40	10	122-573	348	533
Thailand	.10%	5-15	9.76	27	233-684	459	1,006
Vanuatu	.01%	2-14	6.95	0	101-552	327	0
Viet Nam	.01%	4-14	8.68	3	182-634	409	105
Region Total	15.16%	410-554	482.09	408	19281-26085	22,683	18,837
Europe (Eastern)							
Albania	.01%	2-14	7.03	0	105-556	331	0
Bulgaria	.15%	4-14	9.27	8	210-661	436	369
Byelorussian SSR	.33%	7-17	11.97	12	337-789	563	469
Czechoslovakia	.66%	12-22	17.01	14	574-1026	801	558
German Democratic Rep	1.28%	21-31	26.24	15	1008-1460	1,235	706
Hungary	.21%	5-15	10.20	6	254-705	480	218
Poland	.56%	11-21	16.13	14	533-984	759	726
Romania	.19%	5-15	10.24	3	256-707	482	180
Ukrainian SSR	1.25%	22-32	26.74	26	1032-1484	1,258	1,072
Union Soviet Soc Rep	9.99%	137-185	161.03	152	6440-8712	7,576	7,065
Yugoslavia	.46%	9-19	14.26	11	445-896	671	528
Region Total	15.09%	263-310	310.12	261	12403-16781	14,592	11,891
Europe (Western)							
Austria	.74%	13-23	17.99	20	620-1072	846	1,071
Belgium	1.17%	20-29	24.43	22	923-1375	1,149	1,034
Denmark	.69%	12-22	17.18	16	582-1034	808	790
Finland	.51%	10-19	14.50	12	456-908	682	553
France	6.25%	86-116	101.05	109	4041-5467	4,754	5,163
Germany, Federal Rep	8.06%	109-148	128.35	112	5133-6943	6,039	5,037
Greece	.40%	8-18	13.01	13	386-837	612	572
Iceland	.03%	2-14	7.25	5	115-567	341	256
Ireland	.18%	5-14	9.57	14	224-675	450	641
Italy	3.99%	57-78	67.56	52	2702-3654	3,179	2,410
Luxembourg	.06%	3-14	7.70	5	136-588	362	165
Malta	.01%	2-14	6.96	6	101-553	327	331
Netherlands	1.65%	27-36	31.68	32	1264-1716	1,491	1,399
Norway	.55%	10-20	15.07	14	483-935	709	458
Portugal	.18%	5-15	9.75	4	233-684	459	188
Spain	1.95%	31-42	36.78	33	1471-1989	1,731	1,525
Sweden	1.21%	20-30	24.98	28	949-1401	1,175	1,471
United Kingdom	4.86%	68-93	80.46	93	3218-4352	3,785	4,509
Region Total	32.51%	522-708	614.27	592	24584-33234	28,899	27,573
Latin America							
Argentina	.66%	13-22	17.44	26	594-1046	821	1,355
Bolivia	.01%	2-14	7.14	5	109-561	336	237
Brazil	1.45%	27-37	32.22	29	1288-1742	1,516	1,355
Chile	.08%	4-14	8.33	27	166-617	392	1,248
Colombia	.14%	5-14	9.69	10	230-681	456	452
Costa Rica	.02%	2-14	7.17	3	111-563	338	139
Cuba	.09%	4-14	8.42	11	170-621	396	400
Dominican Republic	.03%	3-14	7.43	6	123-575	350	237
Ecuador	.03%	3-14	7.52	4	128-579	354	183
El Salvador	.01%	2-14	7.09	5	107-559	333	265
Guatemala	.02%	3-14	7.33	7	119-570	345	367
Haiti	.01%	2-14	7.10	5	108-559	334	248
Honduras	.01%	2-14	7.08	2	107-558	333	67
Mexico	.94%	18-28	22.98	27	855-1307	1,081	1,096
Nicaragua	.01%	2-14	7.05	3	105-557	332	162
Panama	.02%	2-14	7.16	3	111-562	337	134
Paraguay	.03%	3-14	7.35	1	120-571	346	46
Peru	.06%	3-14	8.26	16	163-614	389	786
Suriname	.01%	2-14	6.96	2	101-553	327	83
Uruguay	.04%	3-14	7.48	10	125-577	352	478
Venezuela	.57%	11-21	15.78	13	515-967	742	600
Region Total	4.24%	184-250	216.96	215	8679-11742	10,210	9,937

TABLE 10 (CONTINUED)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Middle East							
Afghanistan	.01%	3-14	7.37	9	120-572	347	434
Bahrain	.02%	2-14	7.11	0	108-560	335	0
Cyprus	.02%	2-14	7.11	5	108-560	335	306
Iran, Islamic Rep of	.69%	14-23	18.46	18	642-1094	868	942
Iraq	.12%	4-14	9.05	10	199-661	426	303
Israel	.21%	5-15	10.03	11	246-698	472	418
Jordan	.01%	2-14	7.05	13	106-557	332	652
Kuwait	.29%	6-16	11.16	0	299-750	525	0
Lebanon	.01%	2-14	7.02	13	104-556	331	975
Oman	.02%	2-14	7.13	2	109-561	336	124
Qatar	.05%	3-14	7.55	1	129-581	355	30
Saudi Arabia	1.02%	18-27	22.31	4	824-1275	1,050	183
Syrian Arab Republic	.04%	3-14	7.70	8	136-588	362	456
Turkey	.32%	8-18	13.03	12	387-839	613	608
United Arab Emirates	.19%	5-14	9.66	1	228-680	454	46
Yemen	.02%	3-14	7.38	9	120-572	346	450
Region Total	3.04%	135-183	159.10	128	6364-8610	7,487	6,527
N America & Caribbean							
Antigua and Babuda	.01%	2-14	6.95	3	101-552	327	104
Bahamas	.02%	2-14	7.10	1	108-560	334	46
Barbados	.01%	2-14	6.96	5	101-553	327	237
Belize	.01%	2-14	6.95	2	101-552	327	83
Canada	3.09%	45-61	53.35	51	2134-2886	2,510	2,639
Dominica	.01%	2-14	6.95	0	101-552	327	0
Grenada	.01%	2-14	6.95	2	101-552	327	95
Guyana	.01%	2-14	6.98	16	102-554	328	776
Jamaica	.01%	2-14	7.01	18	104-555	330	847
Saint Kitts and Nevis	.01%	2-14	6.95	2	101-552	327	59
Saint Lucia	.01%	2-14	6.95	4	101-552	327	143
Saint Vincent	.01%	2-14	6.95	1	101-552	327	37
Trinidad and Tobago	.05%	3-14	7.57	15	130-582	356	657
United States America	25.00%	327-442	384.41	379	15374-20798	18,086	17,733
Region Total	28.26%	444-600	522.03	499	20876-28244	24,560	23,456

* Weighted by starting salary as follows:

Grade	No. of Staff	%	Base 2,700 X	$ G.P.A. =	Points
USG	26	1.02	27.5	105.3	2,895.8
ASG	18	.70	18.9	95.1	1,797.4
D-2	79	3.08	83.2	76.7	6,381.4
D-1	237	9.25	249.8	65.7	16,411.9
P-5	461	18.00	486.0	58.1	28,236.6
P-4	673	26.28	709.6	46.2	32,783.5
P-3	669	26.12	705.2	37.2	26,233.4
P-2	382	14.92	402.8	29.6	11,922.9
P-1	16	.62	16.7	22.2	370.7
	2561	99.99	2,699.7		127,033.6

Average weight per post	47.05 points	(127,033.6 / 2700)	
Population factor	6,351.8 points	(135 X 47.05)	5.0%
Membership factor	50,870.5 points	(6.80 X 47.05 X 159)	40.0%
Points to be distributed according to contribution scale	69,811.3 points	(127,033.6 - 6,351.8 - 50,870.5)	55.0%

C. OTHER TABLES

TABLE 11

FEMALE STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1989)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF FEMALE STAFF
UNITED NATIONS	2	9	18	114	311	419	210	18	1 101	3 794	29.0
UNDP	1	3	10	37	80	80	156	134	501	1 602	31.3
UNICEF	1	1	6	26	53	144	99	22	352	1 010	34.9
UNHCR	0	0	1	6	18	35	42	31	133	506	26.3
UNITAR	0	0	0	0	0	0	1	0	1	6	16.7
UNRWA	0	0	1	0	3	1	4	1	10	108	9.3
ITC	0	0	0	1	4	7	4	0	16	75	21.3
ICSC	0	0	0	0	2	1	3	0	6	20	30.0
UNU	0	0	1	0	1	2	1	0	5	27	18.5
ICJ	0	0	0	0	0	1	4	0	5	19	26.3
ILO a/	1	1	6	11	57	56	23	1	156	742	21.0
FAO	0	0	3	19	49	82	85	4	242	1 486	16.5
UNESCO	0	1	8	26	62	74	68	14	253	964	26.2
WHO	0	4	5	50	65	78	35	4	239	1 061	22.5
PAHO	0	0	0	8	10	14	10	12	54	185	29.2
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 032	4 094	25.2
IMF b/	-	-	-	-	-	-	-	-	283	817	34.6
ICAO	0	0	0	1	17	15	18	1	52	304	17.1
UPU	0	0	0	0	3	10	2	0	15	75	20.0
ITU	0	0	1	2	14	14	13	1	45	306	14.7
WMO	0	0	0	1	6	14	5	0	26	134	19.4
IMO	0	0	0	1	11	4	4	*2	22	112	19.6
WIPO	0	0	0	1	4	11	2	1	19	112	17.0
IFAD	0	0	0	2	5	5	3	0	15	103	14.6
UNIDO	0	0	2	7	24	29	10	0	72	389	18.5
IAEA	0	0	0	6	19	40	19	3	87	680	12.8
ICITO/GATT	0	0	0	2	15	17	7	0	41	166	24.7
TOTAL	5	19	82	321	833	1 151	828	249	4 783	18 877	25.3

a/ Includes figures of female staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of female staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

TABLE 12

SEX DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT

BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(AS AT 30 JUNE 1990)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	1	-	2	1	7	1	1	1	2	2	3	4	1	3	1	-	-	12	18	30	40.0
DIEC	-	1	-	1	-	2	-	4	2	3	2	-	-	1	-	-	-	-	4	12	16	25.0
SPA	-	1	-	-	1	3	-	1	-	2	-	1	-	-	-	-	-	-	1	8	9	11.1
ORCI	-	-	-	1	-	-	-	5	1	2	4	4	1	1	-	1	-	-	6	14	20	30.0
OLA	-	1	-	-	-	3	1	6	4	5	6	8	3	8	4	5	-	-	18	36	54	33.3
PSCA	-	1	-	1	-	2	1	9	4	11	5	15	6	8	4	3	-	-	20	50	70	28.6
DOA	-	1	-	-	-	2	-	3	3	4	3	4	1	2	1	-	-	-	8	16	24	33.3
SPQRCDT	-	1	-	-	-	3	-	4	3	8	3	6	6	4	1	3	-	-	13	29	42	31.0
TESA	-	1	-	1	-	3	-	15	5	32	14	25	25	18	8	24	1	-	53	119	172	30.8
TCD	-	1	-	-	-	1	-	13	5	20	9	30	12	12	6	4	-	-	32	81	113	28.3
ECE	-	1	-	-	-	1	-	9	-	17	3	27	4	20	5	12	-	-	12	87	99	12.1
ESCAP	-	1	-	-	-	1	1	9	1	20	3	36	16	22	11	8	1	2	33	97	130	25.4
ECLAC	-	1	-	-	-	1	-	11	-	24	8	31	9	28	3	18	-	-	20	114	134	14.9
ECA	-	1	-	-	-	1	-	12	1	25	7	45	7	46	9	11	1	-	25	141	166	15.1
ESCWA	-	1	-	-	-	1	-	7	1	17	2	24	5	13	3	2	-	-	11	65	76	14.5
REGCOM	-	-	-	-	-	-	-	1	1	-	-	-	-	1	-	-	-	-	1	2	3	33.3
UNCTAD	-	1	-	1	-	6	-	20	3	44	6	48	20	44	6	15	1	-	36	179	215	16.7
UNDRO	-	1	-	-	-	1	-	3	-	7	1	3	3	3	2	2	-	-	6	20	26	23.1
UNEP	-	1	-	2	-	3	-	3	1	3	1	1	-	-	-	-	1	-	3	13	16	18.8
UNCHS	-	1	-	1	-	1	-	3	-	6	3	11	2	12	2	4	-	-	7	39	46	15.2
UNCS	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	3	3	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	3	3	1	-	-	10	22	32	31.3
UNCSTD	-	-	-	1	-	1	-	2	-	3	2	-	1	2	-	1	-	-	3	10	13	23.1
OALOS	-	1	-	-	-	1	-	4	2	2	1	4	2	2	4	2	-	-	9	16	25	36.0
AM	-	1	-	-	-	1	1	2	3	2	1	4	2	3	-	-	-	-	7	13	20	35.0
AMTAD	-	-	-	-	-	1	-	1	-	4	2	5	5	4	4	5	1	-	12	20	32	37.5
AMOPPBF	-	-	-	1	1	4	-	7	3	10	14	13	17	11	10	7	1	-	46	53	99	46.5
AMOHRM	-	-	-	1	2	1	2	3	5	9	10	14	12	9	8	3	-	-	39	40	79	49.4
AMOGS	-	-	-	1	1	2	-	8	2	10	8	20	12	18	10	14	-	-	31	73	104	29.8
FS	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
MISSION	-	-	-	-	-	3	-	2	-	9	2	4	-	3	-	1	-	-	2	22	24	8.3
CS	-	1	-	-	1	4	4	9	3	5	12	7	28	19	18	7	2	-	68	52	120	56.7
DPI	1	-	-	-	-	3	-	10	10	30	20	37	21	28	16	17	1	2	89	127	196	35.2
UNOG	-	1	-	1	-	3	2	7	1	15	7	15	12	22	15	15	-	2	37	81	118	31.4
HR	-	-	-	-	-	-	-	3	-	5	7	5	4	11	5	5	-	-	18	29	45	35.6
UNOV	1	-	-	1	1	2	-	11	2	15	6	23	8	10	10	12	-	-	28	74	102	27.5
WFC	-	-	-	1	-	-	-	3	1	3	1	3	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	-	-	-	-	1	-	1	-	-	1	-	-	1	-	-	1	4	5	20.0
INTORG	-	-	-	-	-	-	1	2	1	7	4	3	7	9	-	3	-	-	13	24	37	35.1

TABLE 12-A (CONTINUED)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTASN	-	-	-	-	-	-	-	3	-	-	-	2	-	-	1	-	-	-	1	5	6	16.7
TOTAL	2	24	18	8	71	16	221	73	388	180	493	261	408	175	207	10	6	725	1 836	2 561	28.3

a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.
d/ Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1990)

DEPARTMENT OR OFFICE	P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M		
OPGS	2	-	2	1	5	-	1	-	-	-	10	1	11	90.9
PSCA	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
DDA	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
SPORCDT	-	-	-	-	1	-	-	-	-	-	1	-	1	100.0
ECE	-	-	-	-	3	-	-	-	-	-	3	-	3	100.0
ESCAP	1	-	2	7	2	5	2	7	-	-	7	19	26	26.9
ECLAC	1	-	4	1	-	4	2	-	-	-	7	5	12	58.3
ECA	-	-	-	4	1	4	1	2	-	-	2	10	12	16.7
ESCWA	-	1	1	2	1	3	1	-	-	-	3	6	9	33.3
UNCTAD	-	1	-	2	-	-	2	-	-	-	2	3	5	40.0
UNEP	-	-	-	3	1	2	-	-	-	-	1	5	6	16.7
UNCHS	-	-	-	1	1	1	-	1	-	-	1	3	4	25.0
UNDHA	-	-	-	1	-	-	3	1	-	-	3	2	5	60.0
MISSION	-	-	-	2	-	-	-	-	-	-	-	2	2	0.0
CS	26	64	73	116	74	133	18	33	-	1	191	347	538	35.5
UNDG	10	26	36	75	31	61	3	22	-	-	80	184	264	30.3
UNOV	1	-	3	5	1	5	-	-	-	-	5	10	15	33.3
TOTAL	41	92	121	220	122	219	33	66		1	317	598	915	34.6

TABLE 12 (CONTINUED)

C PROFESSIONAL AND HIGHER LEVEL STAFF

IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(AS AT 30 JUNE 1990)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
EOSG	-	1	-	2	1	7	1	1	1	2	2	3	4	1	3	1	-	-	12	18	30	40.0
DIEC	-	1	-	1	-	2	-	4	2	3	2	-	-	1	-	-	-	-	4	12	16	25.0
SPA	-	1	-	-	1	3	-	1	-	2	-	1	-	-	-	-	-	-	1	8	9	11.1
OPGS	-	1	-	-	-	2	1	2	5	1	3	4	7	6	4	1	-	-	20	17	37	54.1
ORCI	-	-	-	1	-	-	-	5	1	2	4	4	1	1	-	1	-	-	6	14	20	30.0
OLA	-	1	-	-	-	3	1	6	4	5	6	8	3	8	4	5	-	-	18	36	54	33.3
FSCA	-	1	-	1	-	2	1	9	8	11	5	15	6	9	4	3	-	-	20	51	71	28.2
ODA	-	1	-	-	-	2	-	3	3	4	3	4	2	2	1	-	-	-	9	16	25	36.0
SPQRCDT	-	1	-	-	-	3	-	4	3	8	3	6	7	4	1	3	-	-	14	29	43	32.6
IESA	-	1	-	1	-	3	-	15	5	32	14	25	25	18	8	24	1	-	53	119	172	30.8
TCD	-	1	-	-	-	1	-	13	5	20	9	30	12	12	6	4	-	-	32	81	113	28.3
ECE	-	1	-	-	-	1	-	9	-	17	3	27	7	20	5	12	-	-	15	87	102	14.7
ESCAP	-	1	-	-	-	1	1	9	2	20	5	43	18	27	13	13	1	2	40	116	156	25.6
ECLAC	-	1	-	-	-	1	-	11	1	24	12	32	9	32	5	18	-	-	27	119	146	18.5
ECA	-	1	-	-	-	1	-	12	1	25	7	49	8	50	10	13	1	-	27	151	178	15.2
ESCWA	-	1	-	-	-	1	-	7	1	18	3	26	6	16	4	2	-	-	14	71	85	16.5
REGCOM	-	-	-	-	-	-	-	1	1	-	-	-	-	1	-	-	-	-	1	2	3	33.3
UNCTAD	-	1	-	1	-	6	-	20	3	45	6	50	20	44	8	15	1	-	38	182	220	17.3
UNDRO	-	1	-	-	-	1	-	3	-	7	1	3	3	3	2	2	-	-	6	20	26	23.1
UNEP	-	1	-	2	-	3	-	3	1	3	1	4	1	2	-	-	1	-	4	18	22	18.2
UNCHS	-	1	-	1	-	1	-	3	-	6	3	12	3	13	2	5	-	-	8	42	50	16.0
UNCS	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-	3	3	0.0
CTC	-	-	-	1	-	1	1	2	1	5	2	9	3	3	3	1	-	-	10	22	32	31.3
UNCSTD	-	-	-	1	-	1	-	2	-	3	2	-	1	2	-	1	-	-	3	10	13	23.1
OALOS	-	1	-	-	-	1	-	4	2	2	1	4	2	2	4	2	-	-	9	16	25	36.0
AM	-	1	-	-	-	1	1	2	3	2	1	4	2	3	-	-	-	-	7	13	20	35.0
AMIAD	-	-	-	-	-	1	-	1	-	4	2	5	5	4	4	5	1	-	12	20	32	37.5
AMOPPBF	-	-	-	1	1	4	-	7	3	10	14	13	17	11	10	7	1	-	46	53	99	46.5
AMOHRM	-	-	-	1	2	1	2	3	5	9	10	15	12	9	11	4	-	-	42	42	84	50.0
AMOGS	-	-	-	1	1	2	-	8	2	10	6	20	12	18	10	14	-	-	31	73	104	29.8
FS	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1	0.0
MISSION	-	-	-	-	-	3	-	2	-	9	2	6	-	3	-	1	-	-	2	24	26	7.7
CS	-	1	-	-	1	4	4	9	29	69	85	123	102	152	36	40	2	1	259	399	658	39.4
DPI	1	-	-	-	-	3	-	10	10	30	20	37	21	28	16	17	1	2	69	127	196	35.2
UNOG	-	1	-	1	-	3	2	7	11	41	43	90	43	83	18	37	-	2	117	265	382	30.6
HR	-	-	-	-	-	-	-	3	-	5	7	5	4	11	5	5	-	-	16	29	45	35.6
UNOV	1	-	-	1	1	2	-	11	3	15	9	28	9	15	10	12	-	-	33	84	117	28.2
WFC	-	-	-	1	-	-	-	3	1	3	1	3	-	1	-	-	-	-	2	11	13	15.4
UNCED	-	1	-	-	-	-	-	1	-	1	-	-	1	-	-	1	-	-	1	4	5	20.0
INTORG	-	-	-	-	-	-	1	2	1	7	4	3	7	9	-	3	-	-	13	24	37	35.1

TABLE 12-C (CONTINUED)

DEPARTMENT/OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		TOTAL		GRAND TOTAL	% OF WOMEN
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
SPTASN	-	-	-	-	-	-	-	3	-	-	-	2	-	-	1	-	-	-	1	5	6	16.7
TOTAL	2	24	18	8	71	16	221	114	480	301	713	383	627	208	273	10	7	1 042	2 434	3 476	30.0	

a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.
d/ Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

TABLE 12 (CONTINUED)

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES

(AS AT 30 JUNE 1990)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS */				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
EOSG	30	85.7	5	14.3	35	-	0.0	-	0.0	-
DIEC	15	93.8	1	6.3	16	-	0.0	-	0.0	-
SPA	8	100.0	-	0.0	8	-	0.0	-	0.0	-
OPGS	30	96.8	1	3.2	31	-	0.0	-	0.0	-
ORCI	18	85.7	3	14.3	21	-	0.0	-	0.0	-
OLA	56	93.3	4	6.7	60	-	0.0	-	0.0	-
PSCA	39	92.9	3	7.1	42	-	0.0	-	0.0	-
DDA	32	84.2	6	15.8	38	-	0.0	-	0.0	-
SPQRCDT	45	81.8	10	18.2	55	1	50.0	1	50.0	2
IESA	120	69.4	53	30.6	173	-	0.0	-	0.0	-
TCD	236	88.7	30	11.3	266	-	0.0	-	0.0	-
EC2	74	80.4	18	19.6	92	-	0.0	-	0.0	-
ESCAP	269	53.7	232	46.3	501	-	0.0	2	100.0	2
ECLAC	268	55.3	217	44.7	485	-	0.0	-	0.0	-
ECA	245	51.5	231	48.5	476	1	33.3	2	66.7	3
ESCWA	95	45.7	113	54.3	208	1	100.0	-	0.0	1
REGCOM	3	100.0	-	0.0	3	-	0.0	-	0.0	-
UNCTAD	161	80.9	38	19.1	199	-	0.0	-	0.0	-
UNDRO	18	78.3	5	21.7	23	-	0.0	-	0.0	-
UNEP	240	63.3	139	36.7	379	2	66.7	1	33.3	3
UNCHS	98	59.0	68	41.0	166	-	0.0	-	0.0	-
UNCS	10	16.7	50	83.3	60	-	0.0	-	0.0	-
CTC	32	88.9	4	11.1	36	-	0.0	-	0.0	-
UNCSTD	10	83.3	2	16.7	12	-	0.0	-	0.0	-
OALOS	20	80.0	5	20.0	25	-	0.0	-	0.0	-
AM	35	92.1	3	7.9	38	-	0.0	-	0.0	-
AMTAD	10	76.9	3	23.1	13	-	0.0	-	0.0	-
AMOPPBF	109	69.0	49	31.0	158	-	0.0	-	0.0	-
AMOHRM	133	85.3	23	14.7	156	17	89.5	2	10.5	19
AMOGS	206	48.0	223	52.0	429	9	5.0	172	95.0	181
FS	4	17.4	19	82.6	23	29	5.3	520	94.7	549
MISSION	156	18.8	678	81.4	833	37	38.9	58	61.1	95
CS	381	55.9	301	44.1	682	-	0.0	-	0.0	-
DPI	255	60.7	165	39.3	420	2	11.1	16	88.9	18
UNOG	447	47.5	496	52.5	942	24	82.8	5	17.2	29
HR	36	97.3	1	2.7	37	-	0.0	-	0.0	-
UNOV	147	51.4	139	48.6	286	1	6.7	14	93.3	15
WFC	11	78.6	3	21.4	14	-	0.0	-	0.0	-
UNCED	2	100.0	-	0.0	2	-	0.0	-	0.0	-

TABLE 12-D (CONTINUED)

DEPARTMENT OR OFFICE	GENERAL SERVICE					OTHERS */				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
INTORG	58	67.4	28	32.6	86	-	0.0	-	0.0	-
SPTASK	-	0.0	1	100.0	1	-	0.0	-	0.0	-
TOTAL	4 161	55.3	3 369	44.7	7 530	124	13.5	793	86.5	917

*/ Includes Field Service, Security Service, Trades and Crafts Staff, and Public Information Assistants.
a/ Including liaison offices at other duty stations.
b/ Including information centres.
c/ Including the Division of Narcotic Drugs and the Secretariat of the International Narcotics Control Board.
d/ Including the Secretariats of UNJSPF, CCAQ, ICC, ACCIS and JIU.

ANNEX III

Groupings of Member States

A. Groupings by major geographical region

(i) Groupings used in the reports on the composition of the Secretariat

1. Africa
2. Asia and the Pacific
3. Europe (East)
4. Europe (West)
5. Latin America
6. Middle East
7. North America and the Caribbean

(ii) Informal regional groups developed by the membership of the United Nations a/

1. African Countries
2. Asian Countries (including the Middle East and Pacific Countries)
3. Eastern European Countries
4. Latin American and Caribbean Countries
5. Western European and other Countries

(iii) Regional commissions

1. Economic Commission for Africa (ECA) b/
2. Economic Commission for Europe (ECE) (including Eastern and Western Europe)

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a/ Four States - Albania, Israel, South Africa and the United States - are not members of any regional group. For election purposes, the United States are considered as part of "Western European and other States". Turkey also belongs to this group for election purposes and in addition is a member of the Asian Group.

b/ One Member State (South Africa) has been suspended from participation in the Commission.

3. Economic Commission for Latin America and the Caribbean (ECLAC)

4. Economic and Social Commission for Western Asia (ESCWA)

5. Economic and Social Commission for Asia and the Pacific (ESCAP) (including Afghanistan and Iran (Islamic Republic of))

(iv) Geographical regions

1. Africa

2. Asia

3. Central and South America (including Belize, Guyana and Suriname)

4. North America (including Canada, Mexico and the United States)

5. The Caribbean (including Cuba, the Dominican Republic and Haiti)

6. Europe (including Eastern and Western Europe)

7. Middle East (including Israel)

8. Oceania (including Australia, New Zealand and the Pacific States)

B. Developing and other countries

(i) Groupings used in past reports on the composition of the Secretariat

Group A - Developing countries in Africa and Asia

All countries in Africa; all countries in Asia, except Australia; Japan and New Zealand; all countries in the Middle East, except Turkey and Cyprus; and Yugoslavia.

Group B - Countries with developed market economies

All countries in Western Europe, plus Canada, United States; Australia, Japan, New Zealand; Turkey and Cyprus.

Group C - Developing Countries in Latin American and the Caribbean

Group D - Countries with centrally planned economies

All Eastern European countries, except Yugoslavia.

(ii) Groupings used in the present report

1. Developing countries (Groups A and C)

2. Other countries (Groups B and D)

Groupings of Member States

(Summary)

A. Groupings by major geographical region

	A (i) Groupings used in the reports on the composition of the Secretariat	A (ii) Informal regional groups developed by the membership of the United Nations	A (iii) Membership of the regional commissions	A (iv) Geographical regions
1.	AFRICA	AFRICA (African countries)	AFRICA (ECA)	AFRICA
	All Member States in Africa	All Member States in Africa, except South Africa	All Member States in Africa a/	All Member States in Africa
2.	ASIA AND THE PACIFIC	ASIA (Asian countries)	ASIA AND THE PACIFIC (ESCAP)	ASIA
	All Member States in Asia and the Pacific	All Member States in Asia, the Pacific and the Middle East except Israel	All Member States in Asia and the Pacific excluding the Middle East	All Member States in Asia and the Pacific, excluding the Middle East
3.	EUROPE (EAST)	EUROPE (Eastern European countries)	EUROPE (ECE)	EUROPE
	All Member States in Eastern Europe	All Member States in Eastern Europe except Albania	All Member States in Eastern and Western Europe	All Member States in Eastern and Western Europe
4.	EUROPE (WEST)	(Western European and other countries)		
	All Member States in Western Europe	All Member States in Western Europe, plus United States of America		
5.	LATIN AMERICA	LATIN AMERICA AND THE CARIBBEAN (Latin American and Caribbean countries)	LATIN AMERICA AND THE CARIBBEAN (ECLAC)	CENTRAL AND SOUTH AMERICA
	All Member States in Latin America	All Member States in Latin America and the Caribbean, including Belize, Guyana, Haiti and Suriname	All Member States in Latin America and the Caribbean	All Member States in Central and South America including Belize, Guyana and Suriname
				NORTH AMERICA Including Canada, Mexico and the United States of America

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A (i) Groupings used in the reports on the composition of the Secretariat	A (ii) Informal regional groups developed by the membership of the United Nations	A (iii) Membership of the regional commissions	A (iv) Geographical regions
			CARIBBEAN Including Cuba, the Dominican Republic and Haiti
6. MIDDLE EAST		MIDDLE EAST (ESCWA)	MIDDLE EAST
All Member States in the Middle East including Cyprus, Israel and Turkey	See Asia	All Member States in the Middle East except Afghanistan, Iran and Israel	All Member States in the Middle East
7. NORTH AMERICA AND THE CARIBBEAN			
All Member States in North America except Mexico	See Latin America and Western Europe	See ECLAC	See North America and the Caribbean
8.			OCEANIA
See Asia and the Pacific	See Asia	See ESCAP	All Member States in the Pacific, including Australia and New Zealand

B. Developing and other countries

B (i) Groupings used in past reports on the composition of the Secretariat	B (ii) Groupings used in the present report
Group A Developing countries in Africa and Asia. All countries in Africa; all countries in Asia except Australia; Japan, New Zealand; all countries in the Middle East except Turkey and Cyprus; and Yugoslavia	1. Developing Countries All countries in Africa; and Latin America and the Caribbean; all countries in Asia and the Pacific except Australia, Japan and New Zealand; all countries in the Middle East, except Cyprus and Turkey; and Yugoslavia.
Group B Countries with developed market economies. All countries in Western Europe, plus Canada, United States; Australia, Japan, New Zealand; Turkey and Cyprus	Other Countries All countries in Eastern and Western Europe, except Yugoslavia; Canada, USA; Australia, Japan, New Zealand; Cyprus and Turkey.
Group C Developing Countries in Latin America and the Caribbean	
Group D Countries with centrally planned economies. All Eastern European countries, except Yugoslavia	

a/ One Member State (South Africa) has been suspended from participation in ECA.